



Agenda
City Council Regular Meeting
Tuesday, October 21, 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:

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. Proposed 2026 Revenue Sources Including Property Tax, Ordinance Nos. 2025-31 and 2025-32
2. Proposed Amendment to the 2025 Budget in Various City Funds, Ordinance No. 2025-35
3. Proposed Surplus of Property and Equipment, Resolution No. 2025-134
4. Proposed 2023-2025 Collective Bargaining Agreement with the International Association of Firefighters Union Local 1052 - Battalion Chiefs, Resolution No. 2025-135

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:

5. Approval of the October 7, 2025 City Council Regular Meeting Minutes
 - Jennifer Rogers, City Clerk

Ordinances - First Reading:

6. Ordinance No. 2025-29, Amending Richland Municipal Code Sections 3.27.010 and 3.29.030 related to Utility Billing
 - Brandon Allen, Finance Director
7. Ordinance No. 2025-30, Amending Chapter 7.02 of the Richland Municipal Code related to Animal Control
 - Heather Kintzley, City Attorney

Ordinances - Second Reading & Passage:

8. Ordinance No. 2025-27, Establishing and Dedication Right-of-Way for Morningside Parkway
 - Carlo D'Alessandro, Public Works Director
9. Ordinance No. 2025-28, Amending Chapter 3.26 of the Richland Municipal Code related to Utility Deposit System
 - Brandon Allen, Finance Director

Resolutions - Adoption:

10. Resolution No. 2025-130, Authorizing a Grant Agreement with the Washington Traffic Safety Commission to Support High Visibility Enforcement Actions
 - Marty Pilcher, Chief of Police
11. Resolution No. 2025-131, Supporting Adoption of Amendments to Benton County's Countywide Planning Policies
 - Mike Rizzitiello, Development Services Director
12. Resolution No. 2025-132, Authorizing an Interlocal Agreement with Benton County and the Cities of Benton City, Kennewick, Prosser and West Richland regarding Solid Waste Management
 - Carlo D'Alessandro, Public Works Director
13. Resolution No. 2025-133, Authorizing Change Order No. 2 to the Construction Contract with Vincent Brothers LLP for the Richland Public Library's Outdoor Children's Area Project
 - Chris Waite, Parks & Public Facilities Director

Items - Approval:

14. Appointment to the Personnel Committee: Patrick Fair
 - Jennifer Rogers, City Clerk

Expenditures - Approval:

15. Expenditures from September 1, 2025 to September 30, 2025 for \$48,398,077.00 including Travel Checks Nos. 20853-20883, Accounts Payable Check Nos. 339543-340364, Accounts Payable Wire Nos. 10699-10735, Payroll Wires & ACH Nos. 14977-15043, Payroll Check Nos. 237634-237641, and Payroll Direct Deposits Nos. 252530009418-252720010308.
 - Brandon Allen, Finance Director

Items of Business:

16. Ordinance No. 2025-31, Approving a Change to the 2026 Ad Valorem Tax over the Prior Year (First Reading)
 - Brandon Allen, Finance Director
17. Ordinance No. 2025-32, Approving the 2026 Ad Valorem Tax and Property Tax Levies (First Reading)
 - Brandon Allen, Finance Director
18. Ordinance No. 2025-35, Amending the 2025 Budget in Various City Funds (First Reading)
 - Brandon Allen, Finance Director
19. Resolution No. 2025-134, Declaring Certain Vehicles and Equipment Surplus to the City's Needs and Authorizing Disposition
 - Brian Kirschman, Purchasing Manager

20. Resolution No. 2025-135, Approving the 2023-2025 Collective Bargaining Agreement with the International Association of Firefighters Union Local 1052 - Battalion Chiefs
- Lacey Paulsen, Human Resources Director

Reports and Comments:

1. City Manager
2. City Council
3. Mayor

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, October 7, 2025
Richland City Hall ~ Council Chambers
625 Swift Boulevard

City Council Regular Meeting - 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	Present
Councilmember Jones	Present
Councilmember Lukson	Present
Councilmember Maier	Present
Councilmember VanDyke	Present
Councilmember Whitten	Present

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, Development Services Director Rizzitiello, and City Clerk Rogers.

Pledge of Allegiance

The Pledge of Allegiance was led by members of the Girl Scouts of Eastern Washington and Northern Idaho, representing Troops 2129, 2139, and 2429. Brian Newberry, CEO, announced that Saturday, October 11th, marks the *Day of the Girl*, a global celebration promoting girls' empowerment.

He noted there are more than 600 Girl Scouts in the Tri-Cities and that the local council is among the few nationwide showing membership growth. Mr. Newberry then introduced "Exploremores", a rocky road ice cream-inspired cookie flavor, which will debut next year. He concluded by expressing gratitude to the City for its support in helping girls make a positive difference in their communities.

Approval of Agenda

COUNCILMEMBER MAIER MOVED AND COUNCILMEMBER WHITTEN SECONDED THE MOTION TO APPROVE THE AGENDA AS PUBLISHED. MOTION CARRIED 7-0.

Presentations

1. 2024 Supporting the Arts in Richland (STAR) Award Presentation

Park & Public Facilities Director Waite introduced Arts Commission member Lexie Forbes to present the 2024 Supporting the Arts in Richland (STAR) Awards.

Emily Richman was awarded the STAR Award in the category of individual artist for her exceptional leadership and creativity in local theatre. She directs for The Rude Mechanicals, the Academy of Children's Theatre, and the Mid-Columbia Musical Theatre, and serves as the Board President for The Rude Mechanicals. Ms. Richman is admired for her dedication, professionalism, and ability to inspire performers. Ms. Richman expressed gratitude to her nominator and encouraged continued support for live theatre.

Art Works Northwest, a group of over 70 local artists led by Pam Sharp, was awarded the organizational STAR Award for its contributions to the community. The organization promotes artistic collaboration, professional development, and public engagement through exhibits, juried shows, and free monthly lectures at the Richland Public Library. Ms. Sharp accepted the award on behalf of Art Works Northwest and thanked members of the Board and local artists for their teamwork.

2. New Hires & Retirements

A video featuring the new hires for September 2025 was played for the audience.

New Hires:

- Lorenzo Garza - Laborer, Parks & Facilities Division
- Trevor Lang - Police Officer, Police Division
- Luca McMahon - Library Assistant, Library Division
- Holly Peterson - Library Assistant, Library Division
- Victor Zavala - Truck Driver - Heavy, Solid Waste Collection Division

There were no retirements to recognize.

Public Hearing

3. Adopting the 2025 Clean Energy Implementation Plan, Conservation Potential Assessment, and Demand Response Potential Assessment, Resolution No. 2025-121

City Clerk Rogers read the Public Hearing and Public Comments procedures.

Mayor Richardson opened and closed the public hearing at 6:14 p.m. No testimony was offered.

Public Comments

The following individuals provided public comments:

- Ken Peterson, a Richland resident, raised concerns regarding electric bicycles, scooters, and small motorbikes traveling at high speeds on public footpaths. He then requested that property maintenance standards in newer neighborhoods be applied consistently city-wide. In conclusion, Mr. Petersen noted that Russian Olive trees along the Howard Amon to Leslie Groves footpath are damaging the pathway and should be removed. He encouraged the City to update outdated regulations to better address these issues. Mr. Petersen handed copies of his written comments to City Clerk Rogers to disseminate to Council.
- Steve Stallings, a Richland resident, urged Council to oppose the Bonneville Power Administration's (BPA) plan to install high-voltage overhead lines through older neighborhoods. He stated the large poles would harm property values, safety, and community aesthetics. Mr. Stallings requested Council demand BPA place the lines underground to preserve Richland's property values, safety, and beauty for future generations. Mr. Petersen handed a photograph to City Clerk Rogers to disseminate to Council.
- Randy Slovic, a Richland resident, shared concerns about gaps in tourism information for visitors and suggested the City develop a Richland-specific guide with QR codes highlighting local history, the Alphabet Homes, and trail systems. She also noted the need for clear regulations regarding short-term rentals.

Consent Calendar

City Clerk Rogers read the Consent Calendar.

Minutes

4. Approval of the September 16, 2025 City Council Regular Meeting Minutes and the September 23, 2025 City Council Special Meeting and Regular Workshop Meeting Minutes

Ordinances - First Reading

5. Ordinance No. 2025-27, Establishing and Dedicating Right-of-Way for Morningside Parkway

Ordinances - Second Reading & Passage

6. Ordinance No. 2025-24, Amending Chapter 2.04 of the Richland Municipal Code related to City Manager Delegation of Authority

7. Ordinance No. 2025-25, Imposing an Additional Sales and Use Tax of One-Tenth of One Percent within the Boundaries of the Richland Transportation Benefit District for Pavement Preservation and Repealing the \$20 Vehicle License Fee

Resolutions - Adoption

8. Resolution No. 2025-122, Authorizing a Purchase Agreement with Crown Technical Systems, LLC for the Purchase of a Metalclad Switchgear for the Dallas Road Substation Bank 1
9. Resolution No. 2025-123, Authorizing Change Order No. 3 to the Construction Contract with Prater Electric Inc. for the Stevens Drive Substation Expansion and Bank 1 Construction Project
10. Resolution No. 2025-124, Setting a Public Hearing Date for Vacation of a Portion of Snively Road Right-of-Way
11. Resolution No. 2025-125, Authorizing a Consultant Agreement with Commonstreet Consulting, LLC for Right-of-Way Acquisition Services for the Duportail Street Improvements Project
12. Resolution No. 2025-126, Ratifying a Purchase Order with Axon Enterprise, Inc. for the Richland Police Department's Public Safety Video Camera System
13. Resolution No. 2025-127, Awarding Commercial Façade Improvement Program Grant Funds to E & J Hospitality, Inc. for Improvements to 1301A George Washington Way
14. Resolution No. 2025-128, Authorizing an Application to the Washington State Department of Commerce Clean Energy Siting and Permitting Grant Program for Planning Activities related to Horn Rapids, the Richland Innovation Center, and the Northwest Advanced Clean Energy Park
15. Resolution No. 2025-129, Authorizing a First Amendment to the 2017 Cable Television Educational Access Grant with Washington State University

Items - Approval

16. Appointment to the Economic Development Committee: Adam Morasch and Pete Rogalsky

Expenditures – Approval

None.

COUNCILMEMBER MAIER MOVED AND COUNCILMEMBER WHITTEN SECONDED

THE MOTION TO APPROVE THE CONSENT CALENDAR AS PUBLISHED. THOSE IN FAVOR: MAYOR RICHARDSON, MAYOR PRO TEM KENT, AND COUNCILMEMBERS JONES, LUKSON, MAIER, VANDYKE, AND WHITTEN. THOSE OPPOSED: NONE. MOTION CARRIED 7-0.

Items of Business

17. Ordinance No. 2025-28, Amending Chapter 3.26 of the Richland Municipal Code related to Utility Deposit System (First Reading)

Finance Director Allen presented an overview of Ordinance No. 2025-28, which proposes to amend Chapter 3.26 of the Richland Municipal Code related to Utility Deposit System. He explained that the current utility deposit equals two (2) months of utility bills, and have become a financial barrier for new tenants, and are cumbersome to calculate, especially for new developments without usage history.

The proposed changes were reviewed and supported by the Utility Advisory Committee. Finance Director Allen noted the adjustment is intended to reduce financial barriers for new tenants and improve administrative efficiency while maintaining fiscal responsibility.

Following the presentation, Finance Director Allen engaged in a question-and-answer session with Council.

COUNCILMEMBER MAIER MOVED AND COUNCILMEMBER VANDYKE SECONDED THE MOTION TO APPROVE ORDINANCE NO. 2025-28, AMENDING CHAPTER 3.26 OF THE RICHLAND MUNICIPAL CODE RELATED TO UTILITY DEPOSIT SYSTEM, FOR FIRST READING. THOSE IN FAVOR: MAYOR RICHARDSON, MAYOR PRO TEM KENT, AND COUNCILMEMBERS JONES, LUKSON, MAIER, VANDYKE, AND WHITTEN. THOSE OPPOSED: NONE. MOTION CARRIED 7-0.

18. Resolution No. 2025-121, Adopting the 2025 Clean Energy Implementation Plan, Conservation Potential Assessment, and Demand Response Potential Assessment

Energy Services Director Whitney presented Resolution No. 2025-121 and explained that the plan fulfills state requirements under the Energy Independence Act and the Clean Energy Transformation Act, which directs utilities to reduce carbon emissions, promote energy conservation, and support highly impacted customers.

Director Whitney reported that Richland's wholesale power supply is 92% carbon-free, primarily from hydropower and the Columbia Generating Station; this exceeds the state's 80% clean energy target. The City continues to meet conservation goals through customer rebate programs that keep funds local.

He added that three (3) consultant reports, the Clean Energy Implementation Plan, Conservation Potential Assessment, and Demand Response Potential Assessment,

were reviewed and endorsed by the Utility Advisory Committee. Upon Council approval, these documents will be submitted to the Department of Commerce.

COUNCILMEMBER VANDYKE MOVED AND COUNCILMEMBER WHITTEN SECONDED THE MOTION TO ADOPT RESOLUTION NO. 2025-121, ADOPTING THE 2025 CLEAN ENERGY IMPLEMENTATION PLAN, CONSERVATION POTENTIAL ASSESSMENT, AND DEMAND RESPONSE POTENTIAL ASSESSMENT. THOSE IN FAVOR: MAYOR RICHARDSON, MAYOR PRO TEM KENT, AND COUNCILMEMBERS JONES, LUKSON, MAIER, VANDYKE, AND WHITTEN. THOSE OPPOSED: NONE. MOTION CARRIED 7-0.

Reports and Comments

City Manager

City Manager Amundson reminded Council that an Executive Session and Closed Session would follow the conclusion of the meeting. He also thanked Mayor Pro Tem Kent for attending the Volunteer Appreciation Dinner held on September 30, 2025, at the Richland Community Center, to celebrate and recognize the City's dedicated volunteers.

City Council

Councilmembers Jones and Maier did not have comments.

Councilmember Whitten shared that he recently participated in the "Run for Recovery" 5K event in Pasco. He added that he is looking forward to touring the Columbia Valley Center for Recovery in the coming weeks and expressed enthusiasm about the facility becoming an asset to the community.

Councilmember VanDyke shared the following:

- Expressed appreciation for the recent appointments and was pleased to see former Public Works Director Rogalsky's name among the Economic Development Committee appointments.
- Reported participating in the Washington State Exit Audit Brief for Fiscal Year 2024 and commended Finance Director Allen and staff for achieving another clean audit with zero findings.
- Congratulated staff on the successful launch of the new City website.
- Shared positive impressions from his tour of the Columbia Valley Center for Recovery.
- Congratulated Police Chief Pilcher on receiving certifications for both Washington State Criminal Justice Training Commission (CJTC) Middle Management and Executive Management, welcomed Officer Finkbeiner, and recognized Detective Nelson's promotion to Sergeant.
- Thanked City staff and volunteers for their support of the Ironman event.

Councilmember Lukson congratulated Adam Morash and Pete Rogalsky on their appointments to the Economic Development Committee. Then referring to comments made by Ms. Slovic during public comments regarding short-term rentals, he acknowledged that the City previously discussed the issue and stated he looks forward to reviewing staff recommendations on how best to address the matter moving forward.

Mayor Pro Tem Kent expressed appreciation for the many volunteers across Richland and the Tri-Cities who serve on the City's boards and commissions. She emphasized that Council values and considers the recommendations provided by these volunteer groups.

She extended thanks to Parks & Public Facilities Director Waite, Recreation Manager Piper, staff, and the community for supporting the IRONMAN 70.3 Washington Tri-Cities event. She then shared that during a recent Visit Tri-Cities meeting, the City's tourism metrics were reported to be comparable to or better than last year's results. Despite some public concerns about traffic impacts, overall feedback from participants was positive, with many expressing interest in returning to the Tri-Cities for future events. She added that increased visitor spending helps reduce the local tax burden while supporting community amenities.

Mayor

Mayor Richardson welcomed Pete Rogalsky to the Economic Development Committee, noting that his continued engagement and experience will be an asset to the Committee. Mayor Richardson thanked Mayor Pro Tem Kent for attending the Volunteer Appreciation Dinner and commended staff for recognizing the City's volunteer board, commission, and committee members.

Mayor Richardson then provided a summary of her recent trip to Washington, D.C., where she represented Richland at a national conference focused primarily on nuclear cleanup and emerging developments in Small Modular Reactors (SMR) and micro-reactor technology.

She emphasized that Richland is well-positioned for future opportunities due to its available water, infrastructure, and community expertise in nuclear science. Mayor Richardson noted that local partners, including TRIDEC and the Port of Benton, are actively collaborating to promote the region's strengths. She stated that additional advocacy is needed at the state level to help Washington's leadership better recognize the advantages of supporting such projects locally.

Executive Session

19. Executive Session Per RCW 42.30.110(I)(I): Discuss Current or Potential Litigation with Legal Counsel (45 minutes)

At 6:49 p.m., Richland City Council convened in executive session for forty-five (45)

minutes to discuss current or potential litigation with legal counsel. A brief transition from the council chambers to the executive session occurred, with the executive session beginning at 6:55 p.m.

Individuals present for the executive session included Mayor Richardson, Mayor Pro Tem Kent, and Councilmembers Jones, Lukson, Maier, VanDyke, and Whitten. Also present were City Manager Amundson, Deputy City Manager Schiessl, Assistant City Manager Florence, and City Attorney Kintzley.

Council exited the executive session at 7:34 p.m. No action was taken.

Adjournment

Mayor Richardson adjourned the meeting at 7:34 p.m.

APPROVED:

ATTEST:

Theresa Richardson, Mayor

Jennifer Rogers, City Clerk

DATE APPROVED:

DATE PUBLISHED:



COUNCIL AGENDA ITEM COVERSHEET

Council Date: 10/21/2025

Agenda Category: Ordinances - First Reading

Strategic Priority 2 - Financial Sustainability

Subject

Ordinance No. 2025-29, Amending Richland Municipal Code Sections 3.27.010 and 3.29.030 related to Utility Billing

Department/Office	Ordinance/Resolution Number	Document Type
Finance	2025-29	Ordinance

Recommended Motion

Give first reading to Ordinance No. 2025-29, amending Richland Municipal Code Sections 3.27.010 and 3.29.030 related to utility billing.

Summary

The City has a need, from time to time, to amend the Richland Municipal Code (RMC) to comply with state or federal law or align with best practices.

RMC 3.27.010, Utility Budget Payment Plan, currently requires the City to review accounts on an equalization plan every six months. Given the new software upgrade to our utility billing system, we will be able to review this function more regularly. This approach will allow us to keep payments consistent for our customers as well as provide a more efficient process for staff.

RMC 3.29.030, Special Residential Rates - Qualifications as a Low-Income Citizen, was amended by Ordinance by 2024-29 to comply with state law for low-income households with income less than the greater of 80% of Area Median Income (AMI) or 200% of the Federal Poverty Level (FPL). However, the table in the ordinance inadvertently omitted the 200% FPL or whichever is greater language that is required in this section.

Staff recommends approval of Ordinance No. 2025-29 for first reading.

Fiscal Impact

None.

Attachments

- I. Ordinance No. 2025-29

ORDINANCE NO. 2025-29

AN ORDINANCE OF THE CITY OF RICHLAND, WASHINGTON, RELATED TO UTILITY BILLING, AMENDING RICHLAND MUNICIPAL CODE SECTION 3.27.010 CONCERNING UTILITY BUDGET PAYMENT PLAN, AND RICHLAND MUNICIPAL CODE SECTION 3.29.030 CONCERNING SPECIAL RESIDENTIAL RATES - QUALIFICATION AS LOW-INCOME CITIZEN.

WHEREAS, the City has need, from time to time, to amend the Richland Municipal Code (RMC) to comply with state or federal law or to align with best practices; and

WHEREAS, RMC 3.27.010 governs the frequency with which the City adjusts equalized payment plans for utility customers; and

WHEREAS, amending RMC 3.27.010 to remove the specific six-month timeframe and to instead authorize review and adjustment on a regular basis will benefit customers and staff; and

WHEREAS, on October 1, 2024, Richland City Council adopted Ordinance No. 2024-29 to comply with state law for low-income households with income less than the greater of 80% of the Area Median Income (AMI) or 200% of the Federal Poverty Level (FPL); and

WHEREAS, when Ordinance No. 2024-29 was adopted, it failed to include the complete income range; and

WHEREAS, these housekeeping amendments will result in more efficient and effective utility billing.

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

Section 1. Richland Municipal Code Section 3.27.010, entitled Utility budget payment plan, as first enacted by Ordinance No. 50-93, and last amended by Ordinance No. 12-07, is hereby amended as follows:

3.27.010 Utility budget payment plan.

Residential and small commercial (general service) customers, desiring to equalize their utility payments throughout the year, may apply for participation in the budget plan. The customer may sign up at any time during the year after 12 months of continuous service and the account will be adjusted regularly and in accordance with ~~every six months. Details of~~ the complete plan ~~are~~ contained in the “utility customer services policies” within the administrative services group.

Section 2. Richland Municipal Code Section 3.29.030, entitled Special residential rates – Qualifications as low-income citizen, as first enacted by Ordinance No. 40-02, and last amended by Ordinance No. 2024-29, is hereby amended as follows:

3.29.030 Special residential rates – Qualification as low-income citizen.

A. The special residential rate for low-income citizens specified in RMC 3.29.020 will be available to each person who shows satisfactory proof that he or she meets all of the following criteria:

1. Has a maximum annual income that falls within one of the following ranges of the federal poverty level (FPL) established by the federal Office of Management and Budget (OMB) and the area median income (AMI) established by the United States Department of Housing and Urban Development (HUD):

Income Range
0% – 50% FPL
51% – 100% FPL
101% – 150% FPL
151% – 200% FPL – or 80% AMI, whichever is greater

2. Is the sole occupant or the head of a household;

3. Resides in a dwelling unit served directly by the city’s utility; and

4. Is billed in his or her name by the city’s utility.

B. All information presented in support of such application shall be verified by the applicant who shall provide such other data as deemed appropriate upon forms and in a manner determined by the finance director or designee.

Section 3. This Ordinance shall take effect the day following its publication in the official newspaper of the City of Richland.

Section 4. 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 5. 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.

This space intentionally left blank.

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: 10/21/2025

Agenda Category: Ordinances - First Reading

Strategic Priority 4 - Quality of Life

Subject

Ordinance No. 2025-30, Amending Chapter 7.02 of the Richland Municipal Code related to Animal Control

Department/Office	Ordinance/Resolution Number	Document Type
City Attorney	2025-30	Ordinance

Recommended Motion

Give first reading to Ordinance No. 2025-30, amending Chapter 7.02 of the Richland Municipal Code related to Animal Control.

Summary

The City of Richland has need, from time to time, to amend the Richland Municipal Code (RMC) to maintain consistency with neighboring jurisdictions and ensure effective regional service delivery.

The cities of Kennewick, Pasco, and Richland jointly contract with the Tri-Cities Animal Control Authority (TCACA) for animal control services. To promote consistent enforcement across all three jurisdictions, each city's animal control ordinance mirrors the others to the greatest extent possible.

The TCACA has requested that Richland amend RMC 7.03.170 to include language previously adopted by Kennewick and Pasco that further defines and clarifies crimes against animals. From the record, it appears that Kennewick and Pasco have each had this language in their respective codes since 2008.

In addition, the update incorporates provisions of RCW 16.52.085 related to removal of animals for neglect, and RCW 16.52.340 related to leaving animals confined in a motor vehicle, ensuring the TCACA has the necessary legal authority to effectively address cases of animal neglect or cruelty.

Staff recommends approval of Ordinance No. 2025-30 for first reading.

Fiscal Impact

None.

Attachments

- I. Ordinance No. 2025-30

ORDINANCE NO. 2025-30

AN ORDINANCE OF THE CITY OF RICHLAND, WASHINGTON, AMENDING CHAPTER 7.03 OF THE RICHLAND MUNICIPAL CODE RELATED TO ANIMAL CONTROL.

WHEREAS, the City has need, from time to time, to amend the Richland Municipal Code (RMC) to bring it into alignment with neighboring jurisdictions; and

WHEREAS, the cities of Kennewick, Pasco and Richland contract with the Tri-Cities Animal Control Authority for animal control services; and

WHEREAS, to ensure consistent enforcement across all three jurisdictions, each city's animal control ordinance mirrors the others to the greatest extent possible; and

WHEREAS, edits are necessary to RMC 7.03.170 to include language previously adopted by the cities of Pasco and Kennewick that further define crimes against animals; and

WHEREAS, the Tri-Cities Animal Control Authority asked the City of Richland to incorporate RCW 16.52.085 and RCW 16.52.340 into its animal control ordinance to facilitate removal of animals from neglect or cruelty situations.

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

Section 1. Chapter 7.03 of the Richland Municipal Code, entitled Animal Control, as first enacted by Ordinance No. 32-98, and last amended by Ordinance No. 2024-05, is hereby amended as follows:

Chapter 7.03 ANIMAL CONTROL

Sections:

7.03.010 Definition of terms.

7.03.015 Household pets.

7.03.020 Livestock animals.

7.03.025 Prohibited sales.

7.03.030 Animals injuring property unlawful.

7.03.040 Stray animal a nuisance.

7.03.050 Dog control.

7.03.060 Impounding of animals.

7.03.070 Notice of impounding.

7.03.080 Redemption of impounded animal.

7.03.100 Disposition of unclaimed animals.

7.03.120 Destruction of animals.

7.03.130 Interference with officers – Failure to redeem – Frauds.

7.03.140 Warning tickets.

- 7.03.150 Violation tickets.
- 7.03.160 Confinement.
- [7.03.165 Leave or confine any animal in unattended motor vehicle or enclosed space](#)
- 7.03.170 Crimes against animals.
- 7.03.175 Removal of animal – Notice.
- 7.03.180 Duties upon injury or death of animal.
- 7.03.190 *Repealed.*
- 7.03.191 *Repealed.*
- 7.03.195 *Repealed.*
- 7.03.200 *Repealed.*
- 7.03.210 *Repealed.*
- 7.03.220 *Repealed.*
- 7.03.240 *Repealed.*
- 7.03.250 Kennels – Licensing provision – Commercial kennels.
- 7.03.255 Kennel – Standards and inspection – Commercial kennels.
- 7.03.260 Kennel – Vaccination requirements.
- 7.03.270 *Repealed.*
- 7.03.280 *Repealed.*
- 7.03.285 Rabies vaccination required.
- 7.03.290 Animal bites – Impounding.
- 7.03.300 Health officer to quarantine.
- 7.03.310 Notice of quarantine.
- 7.03.320 Potentially dangerous or dangerous animal.
- 7.03.340 Animals disturbing the peace.
- 7.03.350 Responsibility of owner.
- 7.03.355 RCW sections adopted – Possession of potentially dangerous wild animals prohibited.
- 7.03.360 Violations – Penalties.

7.03.010 Definition of terms.

As used in this chapter, unless the context indicates otherwise:

“Abandon” means the knowing or reckless desertion of an animal by its owner or the causing of the animal to be deserted by its owner, in any place, without making provisions for the animal’s adequate care. An animal left without adequate care for three or more days shall be prima facie evidence that the animal has been abandoned.

“Animal” includes but is not limited to dogs and cats.

“Animal control authority” refers to the joint power authority formed by interlocal agreement of the cities of Richland, Pasco and Kennewick to implement and provide animal control and sheltering services within the respective cities.

“Animal control officer” or “chief animal control officer” refers to that person employed by or under contract to the city to enforce the provisions of this title.

At Heel. A dog shall be deemed to be “at heel” during such times as the dog is positioned and controlled in such a manner so as to remain within a distance of two feet from its owner or other competent person having charge of such dog.

“At large” means off the premises of the owner or upon the public streets, alleys, public grounds, school grounds or parks within the city. A dog shall not be deemed at large if:

1. It is attached to a leash or chain of sufficient strength to restrain the dog and not more than eight feet in length, when said leash or chain is held by a person competent to restrain and control the dog off the owner’s premises;
2. It is properly restrained within a motor vehicle or housed in a veterinary hospital;
3. It is accompanied by and at heel beside the owner or a competent responsible person;
4. The dog or dogs are left unattended on the owner’s premises, and it or they shall be so confined, tied or restrained as to be unable to range beyond the owner’s premises.

“Cat” means and includes female, spayed female, male and neutered male cats.

“Commercial kennel” means any lot, premises, building or structure where six or more dogs, cats, and/or household pets over the age of six months of age are kept.

“Competent person” means any person who, by reason of age and physical ability, and training, is capable of maintaining control of an animal to the extent required by this chapter.

“Dangerous animal” means any animal that:

1. Has inflicted severe injury on a human being without provocation; or
2. Has killed a domestic or livestock animal without provocation; or
3. Has been previously found to be potentially dangerous, the owner having received notice of such, and the animal again aggressively bites, attacks, or endangers the safety of humans or domestic animals.

“Dog” means and includes female, spayed female, male and neutered male dogs.

“Domestic animal” means a tame animal in the house or home, or on the property, living with or used by people for companionship, work and/or a food source.

“Health officer” includes any person designated as such by the Benton-Franklin district health office, or any other person designated as such by the city council.

“Household pets” means any dogs, cats, rabbits, chickens (except for roosters), ducks, geese, pigeons, or other similar domestic animals over the age of six months.

“Livestock” includes, but is not limited to, horses, mules, ponies, cattle, sheep, pigs, hogs, goats, llamas, fowl, oxen or other hoofed animals kept or raised on a farm, ranch or other spread of land which are raised for home use, profit or hobby.

“Owner” means any person, firm, corporation, organization, or department possessing, harboring, keeping, having an interest in, or having control or custody of an animal for three consecutive days or more. An animal is deemed to be harbored if it is fed or sheltered for three consecutive days or more and knowingly permitted to remain on the premises occupied by that person. If the owner of the animal is a juvenile, a parent or other custodian of such juvenile shall, for the purposes of this chapter, be treated as the owner of the animal.

“Person” includes any person, partnership, corporation, trust or association of persons.

“Potentially dangerous animal” means any animal that, without provocation, inflicts injury on a human or a domestic animal or livestock either on public or private property, other than the owner’s property; or chases or approaches a person upon the streets, sidewalks, or any public grounds or private property, other than the owner’s property, in a menacing fashion or apparent attitude of attack, or any animal with a known propensity, tendency or disposition to attack without provocation, to cause injury, or otherwise to threaten the safety of humans or domestic animals.

“Poundmaster” means the chief officer appointed by the animal control authority for the enforcement of animal control laws and regulations. The poundmaster may include or employ animal control officer(s) and/or a chief animal control officer.

“Proper enclosure” means, while on the owner’s property, a dangerous, or potentially dangerous, animal shall be securely confined indoors or in an outside securely enclosed and locked pen or structure, resistant to tunneling, suitable to prevent the entry of young children and designed to prevent the animal from escaping. Such pen or structure shall have secure sides not less than five feet high and a secure top, and shall provide protection from the elements for the animal. The requirement for a secure top on the enclosure may be waived by the poundmaster upon showing that it is unnecessary.

This definition shall not apply to guard dogs or watch dogs utilized to secure premises enclosed by a fence or wall not less than five feet high and resistant to tunneling, located within an industrial or commercial zone.

“Severe injury” means any physical injury that results in death, broken bones or disfiguring lacerations requiring one or more sutures or cosmetic surgery.

“Show dog or cat” means any dog or cat that meets the requirements as set forth on a form provided by the Richland finance department as a certified/registered show dog or cat.

“Veterinary hospital” means a public establishment regularly maintained and operated by a licensed veterinarian for the diagnosis and treatment of diseases and injuries of animals.

“Welfare check” means tending to the well-being of an animal.

Whenever a power is granted to, or a duty is imposed upon, the poundmaster or chief animal control officer or other public officer, the power may be exercised or the duty performed by an agent of the officer or by any person duly authorized unless this chapter expressly provides otherwise.

All other words or phrases used in this chapter will have their commonly accepted meanings.

7.03.015 Household pets.

Each dwelling unit and the accompanying lot or common area is limited to five household pets as defined in RMC 7.03.010.

7.03.020 Livestock animals.

Livestock may not be kept or maintained in any residential district within the city of Richland, except in accordance with the provisions of Chapter 23.14 RMC.

7.03.025 Prohibited sales.

A. No person shall display, sell, deliver, offer for sale, barter, auction, give away, dispose, or advertise the availability of an animal upon any public property or upon private property open to the public.

B. For purposes of this section, public property shall include, but not be limited to, any city-owned real property, air space, or other interest in real estate, including streets, roads, alleys, or other public rights-of-way, owned by or controlled by the city of Richland. For purposes of this section, “private property open to the public” shall include but not be limited to any parking lot, sidewalk, and empty lot.

C. Nothing in this section shall permit the sale or harboring of a dangerous wild animal prohibited pursuant to RMC 7.03.355.

D. This section shall not apply to the sale of an animal that occurs:

1. On private property not open to the public;
2. At legally permitted pet shops and kennels; or
3. At or through any humane society, animal welfare society, society for the prevention of cruelty to animals, or other nonprofit organization devoted to the welfare, protection, and humane treatment of animals and approved by the Tri-City animal control authority.

7.03.030 Animals injuring property unlawful.

It is unlawful for any owner to suffer or permit any dog, cat or other animal to trespass on private or public property so as to damage or destroy any property or thing of value, to kill, maim or disfigure another’s animal or livestock or to deposit fecal matter on any property not that of his owner, and the same is declared to be a nuisance and any such dog, cat or other animal may be seized and impounded.

7.03.040 Stray animal a nuisance.

Any stray dog, cat or animal running at large within the city is declared to be a nuisance, and any such stray dog, cat or animal may be seized and impounded. For the purpose of this section, “stray dog” or “stray animal” means and includes any dog, cat or animal appearing or remaining in a neighborhood or any public place without an apparent home.

7.03.050 Dog control.

A. No dog shall be permitted to roam or stray or be off its owner’s premises unless it is at all times under the control of a person. It is the owner’s responsibility to do all things reasonably necessary to ensure compliance with this section; that a dog is found away from its owner’s premises and not under the control of a responsible person shall be prima facie evidence of a violation of this section.

B. It is unlawful for any owner to cause, permit or allow any dog owned, harbored, controlled or kept by him, in this city, to roam, run at large or stray away from the premises where the same is owned, harbored, controlled or kept, except that while away from said premises, such dog shall at all times be controlled by being at heel, or by means of a leash not exceeding eight feet in length, by the owner or some duly authorized and competent person; provided, however, that such leash or chain is not required for any dog when otherwise safely and securely confined or completely controlled while in or upon any vehicle. This section shall not apply to dogs which are in special areas which may be designated by the city as dog training areas or a designated off-leash dog area within a city park so long as the regulations of the city with respect to the use of such areas are complied with, and said dogs are under the custody and control of a competent trainer or designated responsible person.

C. No dog shall be permitted to commit the following offenses on any premises or property, private or public: bite or attempt to bite any person, destroy private property, scatter refuse, chase vehicles, or commit any nuisance defined in this chapter or any other ordinance or law.

7.03.060 Impounding of animals.

Any animal off the premises of the owner and not under the control of some person, or which is otherwise in violation of this chapter and subject to impound, shall be impounded. All animals impounded will be subject to receiving DHLPP, Parvo, and Bordetella vaccinations. Reimbursement of vaccination cost will be at the expense of the owner.

7.03.070 Notice of impounding.

Upon seizing and impounding of any dog, cat or other animal, the poundmaster shall give notice of such impounding in substantially the following manner:

A. If the animal is wearing a tag with contact information, or if the identity of the owner is known to or can readily be determined by the poundmaster, then, as soon as reasonably practicable after the animal is impounded, the poundmaster shall notify the owner by telephone or otherwise that the animal has been impounded and may be redeemed as provided in this chapter.

B. If the owner is known to the poundmaster, but cannot be notified under the provisions of subsection (A) of this section, or if the owner is so notified and does not appear to redeem his animal within 24 hours of the time of impounding, then the poundmaster may send, by certified and regular mail, a notice in substantially the following form:

NOTICE OF IMPOUNDING:

DATE: _____

To Whom It May Concern:

I have this day seized and impounded in the City animal shelter at _____ Street, an animal described as follows:

Dog ☐ Cat ☐ Other ☐

Sex _____ Color _____ Breed _____

Approximate Birth Date _____ Other Identification _____

Name of Owner _____

Notice is hereby given that unless said animal is claimed and redeemed on or before _____ o'clock __ M. on the _____ day of _____, 20__, the same will be sold, adopted or destroyed as provided by ordinance.

Signed _____ Poundmaster

C. If the owner cannot be readily identified, then the poundmaster shall post notice at the animal control agency in a conspicuous location. Notice shall state the description of the animal and location where the animal was found.

7.03.080 Redemption of impounded animal.

A. Unless this chapter requires impounding for a longer period of time, any impounded animal may be redeemed by the owner, or authorized representative of the owner, by payment to the poundmaster of an impounding fee of \$35.00 for the first offense, \$50.00 for the second offense, and \$100.00 for the third offense and any subsequent offense, and a boarding fee of \$10.00 for each calendar day, whole or part, the animal has been confined. Proof of current rabies vaccination must be produced before the animal will be released.

B. Upon receiving payment of all fees due, the poundmaster shall execute a receipt in duplicate therefor, and a copy shall be delivered to the owner, upon which the owner shall acknowledge delivery of the animal. A copy shall be retained by the poundmaster.

C. If the animal has been declared potentially dangerous or dangerous, the owner must also obtain a permit in accordance with RMC 7.03.320 before such animal can be redeemed by the owner.

7.03.100 Disposition of unclaimed animals.

If: (A) a cat whose owner cannot be identified by means of an identicode or other identification implant is not claimed and redeemed by its owner within 48 hours; or (B) a dog or a cat or other animal whose owner is identifiable by means of an identicode or other informational implant is not claimed and redeemed by its owner within 72 hours, the poundmaster, at his discretion, may place an animal up for adoption, sell the animal or humanely destroy the animal. For purposes of

determining whether the 72 hours has expired, the following methods shall be used: (A) if the owner is notified by telephone, time begins when telephone contact was made with the owner by the poundmaster; (B) if the owner is mailed notice by certified and regular mail, time begins three days from the date of when the notice was mailed; and (C) if notice was posted because the owner of the animal could not be readily determined by the poundmaster, time begins when the poundmaster posted the notice at the animal control agency in a conspicuous location.

7.03.120 Destruction of animals.

In the event of an emergency endangering the health or safety of any person, where seizure and impoundment is deemed inadvisable or impracticable, or for humane considerations, the poundmaster or other police officer at his discretion may summarily destroy the animal involved.

7.03.130 Interference with officers – Failure to redeem – Frauds.

A. It is unlawful for any unauthorized person to break open, or attempt to break open, the city animal shelter, or to take or let out animals therefrom, or to take or attempt to take from any officer any animal seized by him in compliance with this chapter, or in any manner interfere with or hinder such an officer in the discharge of his duties under this chapter.

B. It is unlawful for any person to knowingly refuse to redeem an impounded animal or to obtain an animal from the poundmaster and return it to a former owner without first paying all impound fees.

C. Any person violating the provisions of this section shall be guilty of a misdemeanor and prosecuted as provided in RMC 1.30.010 for criminal offenses.

7.03.140 Warning tickets.

The animal control officers may issue a warning ticket for the first offense of letting an animal be at large. If a warning ticket is issued, the warning ticket shall be in duplicate. A copy shall be given to the animal's owner, and a copy shall be returned to the animal control office.

7.03.150 Violation tickets.

A. The animal control officer may issue a warning ticket or a violation ticket to an animal's owner for such owner's first violation of the terms of this chapter. If, however, after receiving the violation or warning ticket, the animal's owner continues to violate this chapter, the officer shall on all subsequent offenses issue a violation ticket.

B. A copy of the violation ticket shall be given to the animal's owner. The remaining copies shall be returned to the office of the animal control authority. The office staff will make the necessary arrangements to have one copy delivered to the Benton County district court.

C. The warning tickets and violation tickets shall either be given directly to the animal's owner or custodian, or to a person of suitable age and discretion, a resident of the household of the owner or custodian. However, if, after making one attempt, the animal control officer is unable to give the ticket to the animal's owner or custodian or person of suitable age and discretion, who is a resident of the household of the owner or custodian, the ticket may be served by mailing it by regular and certified mail, return receipt requested, to the animal's owner's or custodian's last known address. Service of tickets shall be deemed completed three days after mailing by certified mail, return receipt requested.

7.03.160 Confinement.

A. Every female dog or cat in heat shall be kept confined to the owner's property or in a veterinary hospital or boarding kennel so that such female dog or cat cannot come in contact with other animals except for intentional breeding purposes.

B. Dogs or cats kept outdoors for more than six hours at one time must be provided with a moisture proof and windproof shelter of a size which allows the animal to turn around freely and to easily sit, stand and lie in a normal position and to keep the animal clean, dry and comfortable.

7.03.165 Leave or confine any animal in unattended motor vehicle or enclosed space

A. It is an infraction under this chapter to leave or confine any animal unattended in a motor vehicle or enclosed space if the animal could be harmed or killed by exposure to excessive heat, cold, lack of ventilation, or lack of necessary water.

B. To protect the health and safety of an animal, an animal control officer or law enforcement officer who reasonably believes that an animal is suffering or is likely to suffer harm from exposure to excessive heat, cold, lack of ventilation, or lack of necessary water is authorized to enter a vehicle or enclosed space to remove an animal by any means reasonable under the circumstances if no other person is present in the immediate area who has access to the vehicle or enclosed space and who will immediately remove the animal. An animal control officer, law enforcement officer, or the department or agency employing such an officer is not liable for any damage to property resulting from actions taken under this section.

C. Nothing in this section prevents the person who has confined the animal in the vehicle or enclosed space from being convicted of separate offenses for animal cruelty under RCW 16.52.205 or 16.52.207 or crimes against animals under this chapter.

7.03.170 Crimes against animals.

A. Any person who, with the intent to deprive or defraud the owner thereof, takes, captures, leads away, confines, secretes, or who conceals the identity by obscuring, altering, or removing any collar, tag, license, tattoo or other identifying device or mark on any dog or other domestic animal ~~hides a domestic animal of another with the intent to permanently deprive its owner of his/her animal~~ shall be guilty of a gross misdemeanor. ~~It is a defense to this section if the animal is immediately returned to its owner or taken to the poundmaster.~~

~~B. Any person who alters or removes any collar, tag, tattoo or other identifying device from a domestic animal of another with the intent to permanently deprive or defraud its owner from his/her animal shall be guilty of a gross misdemeanor.~~

~~B.~~ Any person who willfully molests, provokes or mistreats any animal or willfully opens any door or gate or unleashes any animal for the purpose of allowing it to leave its owner's property or to be at large shall be guilty of a misdemeanor.

C. Any person who shall willfully injure, torture, torment, mutilate, neglect, or deprive of the necessary food or water, or who shall overdrive, overload, overwork, or work when disabled, cruelly beat, mutilate, or cruelly kill any cat, dog or other animal, or cause or procure an animal to be overdriven, overloaded, driven when overloaded, overworked, tortured, tormented, deprived of

the necessary food and water, cruelly beaten or killed or who shall kill or wound any domestic animal by use of any gun, club, knife, bow and arrow or other weapon which may be used for the purpose of inflicting injury or death to any such animal, shall be deemed guilty of a gross misdemeanor. Any owner of an injured, ill, malnourished, neglected or mistreated animal shall provide necessary veterinary care or aid of such animal as may be necessary, as determined by the Poundmaster, to provide for the recovery of or relief from unnecessary suffering of the animal.

D. Any person who shall maliciously kill, maim or disfigure another's animal, or maliciously administer poison to any such animal, or expose any poisonous substance with intent that the same should be taken by such animal, or commit any other act or omission by which unjustifiable pain, distress, suffering or death is caused or permitted to any animal or animals, whether the acts or omission herein contemplated be committed either maliciously, willfully or negligently, or knowingly permit such act or omission, or shall cause or procure the same to be done shall be deemed guilty of a gross misdemeanor.

~~D~~E. It is unlawful for any person to abandon any domestic animal by dropping off or leaving such animal on the street, road or highway, or in any other public place, or on the private property of the owner or another, including unauthorized abandonment at an animal shelter, and violators shall be guilty of a misdemeanor.

~~E~~F. This section does not apply to the killing of any animal by a police officer, animal control officer, a licensed veterinarian, the owner of such an animal or a person authorized by him to destroy such animal; provided, however, that the death of such an animal is accomplished in a humane manner and for lawful purpose.

G. Every person, firm or corporation convicted of violating subsections (A), (C) or (D) of this section shall be punished by a mandatory fine of not less than \$500.00 per animal. Conviction under this section does not bar prosecution and conviction under any other section of this code or any other law or ordinance.

7.03.175 Removal of animal – Notice.

If a law enforcement officer or animal control officer has probable cause to believe that an owner of a domestic animal has violated RMC 7.03.170 and no responsible person can be found to assume the animal's care, the officer may authorize, with a warrant, the removal of the animal to a suitable place for feeding and care, or may place the animal under the custody of the poundmaster (~~RCW 16.52.085~~). An officer may remove an animal under this subsection without a warrant, or enter private property without a warrant to render emergency aid to an animal, only if the law enforcement officer or animal control officer has probable cause to believe the animal is in imminent danger or is suffering serious physical injury or infirmity, or needs immediate medical attention. RCW 16.52.085 shall govern removal occurring under this section and is hereby adopted by reference as if set forth herein. ~~In all cases, the officer shall make a good faith effort to notify the owner prior to the animal's removal. If contact cannot be made, notice shall be given by posting the place of the seizure, by delivering to a person residing at the place of seizure, or by registered mail if the owner is known.~~

7.03.180 Duties upon injury or death of animal.

It shall be the duty of every person operating or driving a vehicle involved in an accident resulting in an injury or death to a dog, cat or other animal to report the same immediately to the police division by telephone, and to report the same in writing within 24 hours after the occurrence of such accident to the police division, giving the relevant information concerning the accident, the report to be made on forms provided by the police division.

7.03.190 Dog and cat licenses – Required.

Repealed by Ord. 24-19.

7.03.191 License and permit fees.

Repealed by Ord. 24-19.

7.03.195 License – No costs for adopted animals.

Repealed by Ord. 24-19.

7.03.200 License – Receipts and tags.

Repealed by Ord. 24-19.

7.03.210 License procedures – Receipts and tags.

Repealed by Ord. 24-19.

7.03.220 License procedures – Affixing tags.

Repealed by Ord. 24-19.

7.03.240 License tags not transferable.

Repealed by Ord. 24-19.

7.03.250 Kennels – Licensing provision – Commercial kennels.

No person, firm or corporation shall maintain a commercial kennel within the city without having a current business license and valid commercial kennel license therefor posted in plain view on the premises. The city license officer shall issue an annual business license and commercial kennel license upon the payment of an annual fee as established by the city council in Chapter 5.04 RMC and upon receipt of an annual certificate of inspection from the development services manager or designee. No license shall be issued for a commercial kennel located in violation of any zoning regulations governing the location of commercial kennels, or operated in violation of any other law.

7.03.255 Kennel – Standards and inspection – Commercial kennels.

A. Construction and Maintenance. All facilities shall be so constructed and maintained as to provide comfort and safety for animals. All areas of the premises shall be maintained in a clean and orderly condition, free of objectionable odors. All facilities shall comply with applicable state and municipal laws, ordinances and regulations.

B. Ventilation. Adequate heating and cooling shall be provided for the comfort of the animals, and the facility shall have sufficient ventilation in all areas. Kennels and animal shelters must provide for a minimum of three air changes per hour.

C. Lighting. Proper lighting shall be provided in all rooms utilized for the care and confinement of animals. Outside lighting shall be adequate to identify the building and to assist the animal caregivers and clients.

D. Water. Potable water shall be provided.

E. Basic Sanitation. Any equipment, instruments or facilities used in the confinement and treatment of animals shall be clean and sanitary at all times to protect against the spread of diseases, parasites and infection.

F. Waste Disposal. Covered waste containers, impermeable by water, shall be used for the removal and disposal of animal and food wastes, bedding, animal tissues, debris, and other waste. Disposal facilities shall be so operated as to minimize insect or other vermin infestation, and to prevent odor and disease hazards or other nuisance conditions.

G. Animal Housing Areas. Any facility confining animals shall have individual cages, pens, exercise areas or stalls to confine said animals in a comfortable, sanitary and safe manner.

H. Runs and Exercise Area. All runs and exercise pens shall be of adequate size to allow comfort and exercise. Runs and exercise pens shall provide and allow effective separation in such a manner as to protect against escape or injury. Floors of runs shall be of impervious material.

The facility shall use refrigeration and employ a procedure for the prompt, sanitary and aesthetic disposal of dead animals which complies with all applicable state, county and municipal laws, ordinances and regulations.

7.03.260 Kennel – Vaccination requirements.

A kennel licensee shall cause all dogs over six months of age kept in that kennel to be vaccinated against rabies. Any dog for which evidence of such vaccination cannot be produced shall be impounded.

7.03.270 Altering, counterfeiting or transfer of tags unlawful.

Repealed by Ord. 24-19.

7.03.280 Unlicensed dogs and cats – Annual survey.

Repealed by Ord. 24-19.

7.03.285 Rabies vaccination required.

All domestic pets four months of age and older, including, but not limited to, all cats, dogs, and ferrets, must be vaccinated against rabies by a licensed veterinarian. The owner shall keep the rabies vaccination current by obtaining booster shots and revaccinations as directed by the licensed veterinarian. The owner shall provide proof of current rabies vaccination upon demand by any animal control authority or law enforcement officer. Failure to provide proof of current rabies vaccination is a civil infraction, and shall subject the domestic pet to immediate impounding.

7.03.290 Animal bites – Impounding.

A. Every animal bite shall be reported to the health officer who shall investigate the case and may order the offending animal to be impounded at any time during the 10 days following the date of

the bite. If the animal is impounded and after 10 days following the date of the bite no rabies is present or suspected, the animal may be released to the owner upon payment of any impounding and boarding fees, and compliance with the rabies vaccination provisions of this chapter. If rabies is present or suspected by the health officer, the animal shall be destroyed and the head preserved for laboratory confirmation of the diagnosis.

B. If the health officer orders an animal impounded at any time during the 10 days following the date of a bite, the owner of the animal may request the impounding to be at a licensed veterinarian's establishment at his own expense.

7.03.300 Health officer to quarantine.

It shall be the duty of the health officer to cause to be quarantined any animal within the city, which he has grounds to suspect of being infected with the disease of rabies. Whenever any human being has been bitten by a cat or dog and there is reason to suspect that the animal is rabid, at the discretion of the health officer, the animal involved may be restricted for 10 days for observation in such manner as to prevent contact with other animals or humans except for its caretaker.

7.03.310 Notice of quarantine.

A. Any quarantine of an animal shall be initiated by delivering to the owner or keeper of any such animal a written notice of such quarantine which shall prescribe the duration of the same; provided, that the period of said quarantine shall not exceed 10 days unless it shall be determined that the existence of such disease is present. The delivery of the notice of quarantine to an adult residing upon the premises where such animal is kept shall be considered as delivery of the notice to the owner or keeper. Any such animal so quarantined shall be impounded; provided, that, in the discretion of the health officer, said animal may be quarantined upon the premises of the owner or any other person during such time as the provisions of the quarantine are strictly kept.

B. During the period of any quarantine made under the provisions of this chapter, the owner or keeper of any animal so quarantined shall not allow said animal to come in contact with any other animal or person or permit such animal to run at large on any street or public place in the city or upon the premises where quarantined unless said premises be enclosed by a secure fence, nor shall such owner or keeper remove or cause such animal to be removed from said premises without the consent of the health officer. These restrictions shall continue until said animal shall have been released from quarantine. Any animal found running at large as defined in RMC 7.03.010, or which has been removed from the premises upon which quarantined, shall be impounded and unless claimed and redeemed by its owner within two days after the expiration of quarantine period may be destroyed by the proper authorities.

C. Whenever any outbreak of rabies occurs, or when rabies has been diagnosed or a rabid dog or animal has been present in the city, it is unlawful for any owner, keeper or handler of an animal to keep or harbor the same within the city limits after the last publication of the notice provided for in subsection (E) of this section, and during the period in said notice prescribed, unless such dog or animal is securely confined at all times by leash or kept in a tight enclosure from which such animal cannot escape. Any animal found running at large in the city during said period shall be impounded and, unless claimed and redeemed by its owner within two days after such impounding, may be destroyed by the proper authorities. Any health or police officer may destroy any animal found running at large within the limits of the city during said period when, after reasonable effort,

he shall be unable to impound said animal or after reasonable investigation shall be unable to locate the owner or keeper thereof.

D. Any animal that has been bitten by a rabid animal must be destroyed. If the owner is unwilling to have this done, the animal (dog or cat only) should be vaccinated and placed in strict isolation for six months or longer. If the animal has been previously vaccinated with an approved vaccine within the time limit approved for such vaccine, revaccination and restraint for 90 days should be carried out.

E. Upon any outbreak of rabies, or when rabies has been diagnosed within the city limits, or a rabid dog or animal has been found present, and when, in the judgment of the health officer, there is imminent danger of the spread of the disease, such officer shall publish a notice to that effect in the official newspaper of the city for three consecutive days, and for six weeks after the last publication of said notice the provisions of RMC 7.03.120 shall be applicable; provided, that the health officer shall have authority, when in his judgment an extension of said six weeks' time is necessary to carry into effect the purpose of this chapter, to extend the said six-week period for an additional six weeks or such lesser time as he shall deem necessary by notice given in the manner provided for in this section and to further thereafter and in the same manner continue said six-week or lesser period until, in his judgment, the said strict quarantine herein provided for shall be unnecessary.

7.03.320 Potentially dangerous or dangerous animal.

A. Declaration. The poundmaster has the authority to declare an animal potentially dangerous or dangerous and require such animal to have a permit in accordance with this section. The poundmaster may declare an animal potentially dangerous or dangerous if he has probable cause to believe that the animal falls within the definitions set forth in RMC 7.03.010. Such declaration shall be in writing and served by the poundmaster on the owner either personally or by certified mail. However, if the owner cannot be readily determined, service of declaration shall be waived.

B. Impoundment. No person shall have, keep or maintain a potentially dangerous or dangerous animal without first obtaining a permit from the poundmaster. Any animal meeting this definition and found at large without a permit will be immediately impounded at the expense of the owner. If the owner of such animal can be readily determined, the poundmaster shall notify the owner personally or by certified or regular mail of the impoundment. If, however, the owner of such animal cannot be readily determined, notification shall be by posting at the animal control agency as provided in RMC 7.03.100.

C. Appeal. If the owner of an animal subject to this section wishes to object to the determination of the poundmaster, the owner may, within 10 business days of receipt of the declaration, appeal that declaration by submitting a written request to the city clerk's office. Within 10 business days of the receipt of the request for appeal, the city will file said appeal, at the city's expense, with the clerk of the court for a hearing before the Benton County district court.

1. If the court does not find a preponderance of evidence to support the declaration, the declaration shall be rescinded and the restrictions imposed thereby annulled. No court costs shall be assessed against the city of Richland or the animal control authority or officer.

2. If the court finds a preponderance of evidence to support the declaration, it shall impose court costs on the appellant, restitution if applicable, and may impose additional restrictions on the animal.

D. Redemption or Destruction of Animal. An animal impounded under this section shall be returned to its owner if the owner complies with RMC 7.03.080 and subsection (F) of this section by the date and time given on the notice as provided in RMC 7.03.070. If the owner of the impounded animal under this section does not comply with RMC 7.03.080 and subsection (F) of this section by the date and time given on the notice as provided in RMC 7.03.070, such animal shall be destroyed in an expeditious and humane manner; provided, however, that no animal declared dangerous or potentially dangerous by the poundmaster shall be destroyed prior to expiration of the 10-day appeal filing period provided in subsection (C) of this section. Unless required as evidence or to determine if the animal is rabid, animals shall be destroyed as provided in this section during the pendency of an appeal unless the owner prepays all impound and boarding fees, unless ordered otherwise by a court of competent jurisdiction.

E. Agreement to Relocate Animal. As an exception to the redemption requirements provided under subsection (D) of this section, upon execution of a declaration of removal by the owner, or authorized representative of the owner of the animal and payment of applicable fees including impound fees, an animal declared dangerous or potentially dangerous may be released by the poundmaster into the custody of the owner, or authorized representative of the owner, for the immediate and permanent removal of the animal from Richland. The declaration of the poundmaster shall remain in full force and effect.

F. Permit Required. No person shall have, keep, or maintain any potentially dangerous or dangerous animal without first obtaining an annual permit from the poundmaster. The fee for such a permit shall be \$250.00. A permit will only be granted if the applicant has provided and maintains:

1. A proper enclosure to properly and safely confine the animal as determined by the poundmaster;
2. A conspicuously posted sign on the premises which clearly warns the public and children that there is a potentially dangerous or dangerous animal on the property;
3. Two hundred fifty thousand dollars surety bond issued by a surety insurer qualified under Chapter 48.28 RCW in a form acceptable to the poundmaster payable to any person injured by the potentially dangerous or dangerous animal; or liability insurance, such as homeowner's insurance, issued by an insurer qualified under RCW Title 48 in the amount of at least \$250,000 with maximum deductible coverage not to exceed \$2,500 in a form requiring notice to the city of cancellation or nonrenewal of such policy not less than 30 days prior to its date of cancellation or expiration, insuring the owner for any personal injuries or property damage inflicted by the animal. The city shall be an additional named insured on the policy;
4. Control and Confinement. A potentially dangerous animal must be securely leashed and under the control of a person physically able to control the animal when away from the property of the owner or keeper; or, while on the property of the owner, must be securely restrained by physical device or proper enclosure as defined in RMC 7.03.010 made of materials strong enough to

adequately and humanely confine the animal in a manner which prevents it from escaping the property and kept in conformance with requirements in this subsection (F).

G. Dangerous animals and potentially dangerous animals must be muzzled and restrained by substantial chain or leash and under physical restraint of a responsible person when away from the property of the owner or keeper; or while on the property of the owner, the animal must be securely confined inside a locked building, kennel, pen, or other structure having secure sides, bottom, and top, suitable to prevent the entry of young children and designed to prevent the animal from escaping and kept in conformance with requirements in subsection (F) of this section.

H. A dangerous dog may be confiscated when violation of its permit terms has occurred. In that event, notice must be served on the owner either personally or by certified mail, return receipt requested. The owner has a 20-day period in which to correct the deficiencies with respect to the dog, including paying any shelter fees and fines, and is subject to punishment for a gross misdemeanor.

I. Violations and Regulation. Any person violating the provisions of this section shall be guilty of a gross misdemeanor. No person who, being the owner of any potentially dangerous or dangerous animal, shall keep, harbor or maintain the same on or off his premises in a manner endangering or likely to endanger the safety of persons, property or other animals nor shall he allow the same to run at large within the city. It shall be a defense to any charge under this section involving an alleged potentially dangerous or dangerous animal that the person endangered was committing, was about to commit or had just committed a trespass or crime and that the animal's reaction was a natural result thereof. The animal control agency may petition the Benton County district court to determine whether an animal should be destroyed.

7.03.340 Animals disturbing the peace.

It is unlawful for any person owning or harboring an animal to allow or permit such animal to cause prolonged or continuous noise by frequent or habitual howling, yelping, barking or otherwise noisy conduct, which shall unreasonably interfere, annoy, injure or endanger safety, health, comfort or repose of others. An animal is harbored in violation of this section if, without provocation, it makes noise which can be heard continuously within an enclosed structure off its owner's property for more than five minutes and which annoys, injures or endangers the safety, health, comfort or repose of others.

7.03.350 Responsibility of owner.

Notwithstanding the matters contained in this chapter, the owner or owners of any animal shall not be relieved from responsibility for any damage committed by such animal, as provided by the law and sections of this chapter.

7.03.355 RCW sections adopted – Possession of potentially dangerous wild animals prohibited.

The following sections of the Revised Code of Washington (RCW) pertaining to prohibiting possession of potentially dangerous wild animals, including bobcats (*Lynx rufus*, member of the Class mammalian, Order carnivore, Family felide, or any hybrid or cross-mix thereof) as now or hereafter amended are hereby adopted by reference as part of this chapter in all respects as though

such chapter were set forth in full: RCW 16.30.005, 16.30.010, 16.30.020, 16.30.030, 16.30.040, 16.30.050, 16.30.060, 16.30.070, and 16.30.900.

7.03.360 Violations – Penalties.

A. Any person violating any provision of this chapter, except RMC 7.03.130, 7.03.170 and 7.03.320, is guilty of an infraction. Unless matters in aggravation warrant a greater civil penalty, each violation shall be subject to a civil penalty as set forth below, plus all costs and assessments for the following respective violations:

1. First violation – up to \$100.00;
2. Second violation – up to \$200.00;
3. Third violation – up to \$300.00;
4. Fourth violation and all violations thereafter – up to \$400.00.

B. Each person is guilty of a separate offense for each and every day during any portion of which any violation of the provisions of this chapter is committed, continued or permitted by any such person and shall be punished accordingly.

C. Court costs shall be assessed in addition to any other fine, penalty, cost or statutory assessment imposed.

D. The city, at its election, may divert any infraction identified in subsection (A) of this section to be heard before the Richland code enforcement board pursuant to Chapter 10.02 RMC. Assessments of monetary penalties for violations of this chapter shall be assessed by the code enforcement board in accordance with subsections (A)(1) through (4) of this section.

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.

This space intentionally left blank.

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: 10/21/2025

Agenda Category: Ordinances - Second Reading & Passage

Strategic Priority I - High Performance Government

Subject

Ordinance No. 2025-27, Establishing and Dedicating Right-of-Way for Morningside Parkway

Department/Office

Public Works

Ordinance/Resolution Number

2025-27

Document Type

Ordinance

Recommended Motion

Give second reading and pass Ordinance No. 2025-27, establishing and dedicating right-of-way for Morningside Parkway.

Summary

The City owns and manages a system of public street right-of-way for the benefit of its residents and visitors. The City may receive dedications of new public right-of-way through land development activity or by ordinance.

Kennewick School District No. 17 has agreed to grant, convey and dedicate a portion of its land to further the development of the proposed South Orchard - Phase 2 subdivision in the City of Richland. In addition to the land dedicated by KSD, the developer of South Orchard - Phase 2 will also dedicate a portion of its land to satisfy development requirements and construct street improvements in accordance with city standards. Specifically, the dedication contemplated by Ordinance No. 2025-27 includes a segment of Morningside Parkway right-of-way located outside the plat of South Orchard - Phase 2, but necessary to meet city standards for right-of-way width. This street was constructed as part of South Orchard - Phase 2.

Kennewick School District No. 17 has executed a right-of-way dedication deed that has been reviewed and approved by the City. The City's best interests are served by accepting dedication of right-of-way for Morningside Parkway as provided therein.

Staff recommends approval of Ordinance No. 2025-27 for second reading and passage.

Fiscal Impact

None.

Attachments

I. Ordinance No. 2025-27

WHEN RECORDED RETURN TO:

Richland City Clerk's Office
625 Swift Boulevard, MS-07
Richland, WA 99352

ORDINANCE NO. 2025-27

**AN ORDINANCE OF THE CITY OF RICHLAND, WASHINGTON,
ESTABLISHING AND DEDICATING THE RIGHT-OF-WAY FOR
MORNINGSIDE PARKWAY.**

WHEREAS, the City owns and manages a system of public street right-of-way for the benefit of the City's residents and visitors; and

WHEREAS, the City may receive dedications of new public street right-of-way through land development activity or by ordinance; and

WHEREAS, the owner, Kennewick School District No. 17, a political subdivision of the State of Washington, has agreed to grant, convey and dedicate a portion of land to further the development of South Orchard - Phase 2 to the City of Richland; and

WHEREAS, the developers of South Orchard - Phase 2 will construct street improvements in accordance with City requirements, and have agreed to dedicate a portion of their land, in conjunction with the hereinabove portion of land, to comply with the development requirements of the City; and

WHEREAS, a right-of-way dedication deed has been reviewed, approved by the City, and executed by Kennewick School District No. 17; and

WHEREAS, the City's best interests are served by accepting the dedication of right-of-way for the proposed development of South Orchard - Phase 2.

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

Section 1. The public road right-of-way legally described in **Exhibit A** and depicted in **Exhibit A-1**, attached hereto and incorporated herein by this reference, is hereby accepted by the City of Richland and dedicated as a public street right-of-way named Morningside Parkway.

Section 2. The City Manager is hereby authorized to sign, execute, and record with the Auditor of Benton County, Washington, a right-of-way dedication deed in substantially the form attached hereto as **Exhibit B** for a portion of Morningside Parkway.

Section 3. The City Clerk is directed to file with the Auditor of Benton County, Washington, a copy of this Ordinance and the attached Exhibits, duly certified by the Clerk as a true copy.

Section 4. This Ordinance shall take effect the day following its publication in the official newspaper of the City of Richland.

Section 5. 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 6. 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 21st day of October, 2025.

Theresa Richardson, Mayor

Attest:

Approved as to Form:

Jennifer Rogers, City Clerk

Heather Kintzley, City Attorney

First Reading: October 7, 2025
Second Reading: October 21, 2025
Date Published: October 26, 2025

Exhibit A
Legal Description

Dedication Description:

That portion of Section 4, Township 8 North, Range 28 East, Willamette Meridian, Benton County, Washington, described as follows:

Commencing at the centerline intersection of Morningside Parkway and Savanna Avenue, as shown on the plat of South Orchard Phase 1, according to the Plat thereof recorded in Volume 15 of Plats, Page 770, records of Benton County, Washington; Thence South $40^{\circ}33'35''$ East 53.50 feet along the centerline of said Morningside Parkway to the southeasterly boundary of said plat; Thence North $49^{\circ}26'25''$ East 30.45 feet along said boundary to the southerly most corner of that public road right-of-way described in deed recorded under Auditor's File Number 2024-006204, records of Benton County, Washington and the **Point of Beginning**;

Thence continuing North $49^{\circ}26'25''$ East 9.05 feet along the boundary of said public road right-of-way; Thence South $40^{\circ}33'35''$ East 100.34 feet to the beginning of a tangent curve, concave to the northeast, having a radius of 453.00 feet; Thence southeasterly 158.22 feet along the arc of said curve through a central angle of $20^{\circ}00'44''$; Thence South $29^{\circ}25'41''$ West 8.64 feet to the southwesterly boundary of that parcel described in deed recorded under Auditor's File Number 2010-015038, records of Benton County, Washington, said point being on a non-tangent curve, concave to the northeast, having a radius of 462.50 feet; Thence northwesterly 162.63 feet along the arc of said curve and along said boundary through a central angle of $20^{\circ}08'47''$ (the long chord of said curve bears North $50^{\circ}37'45''$ West 161.79 feet); Thence North $40^{\circ}33'21''$ West 99.03 feet along said boundary to the **Point of Beginning**.

Exhibit A-1 Depiction

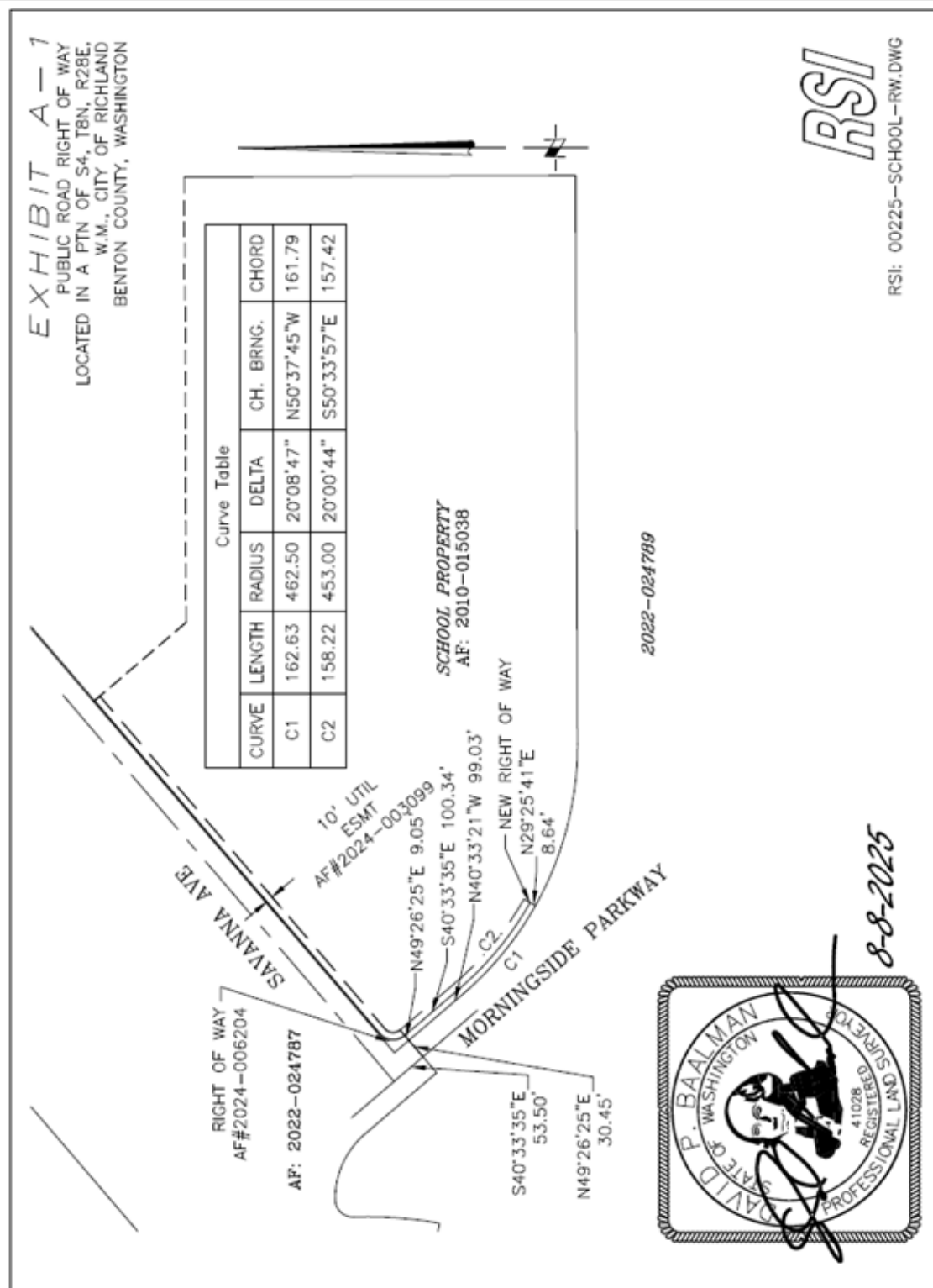


Exhibit B

WHEN RECORDED RETURN TO:

City Clerk
City of Richland
625 Swift Blvd. MS-07
Richland, WA 99352

Portion of Parcel No. 1-0488-400-0002-001

RIGHT-OF-WAY DEDICATION DEED

In and for good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, **KENNEWICK SCHOOL DISTRICT NO. 17**, a political subdivision of the State of Washington ("Grantor"), does hereby grant, convey and dedicate to the **CITY OF RICHLAND**, a Washington municipal corporation ("Grantee"), its successors and assigns, a public right-of-way in, upon, over, under, across and through the following property situated in the County of Benton, State of Washington, to be used for all lawful right-of-way purposes, surface and subsurface:

That portion of Section 4, Township 8 North, Range 28 East, Willamette Meridian, Benton County, Washington, described as follows:

Commencing at the centerline intersection of Morningside Parkway and Savanna Avenue, as shown on the plat of South Orchard Phase 1, according to the Plat thereof recorded in Volume 15 of Plats, Page 770, records of Benton County, Washington; Thence South 40°33'35" East 53.50 feet along the centerline of said Morningside Parkway to the southeasterly boundary of said plat; Thence North 49°26'25" East 30.45 feet along said boundary to the southerly most corner of that public road right-of-way described in deed recorded under Auditor's File Number 2024-006204, records of Benton County, Washington and the **Point of Beginning**;

Thence continuing North 49°26'25" East 9.05 feet along the boundary of said public road right-of-way; Thence South 40°33'35" East 100.34 feet to the beginning of a tangent curve, concave to the northeast, having a radius of 453.00 feet; Thence southeasterly 158.22 feet along the arc of said curve through a central angle of 20°00'44"; Thence South 29°25'41" West 8.64 feet to the southwesterly boundary of that parcel described in deed recorded under Auditor's File Number

2010-015038, records of Benton County, Washington, said point being on a non-tangent curve, concave to the northeast, having a radius of 462.50 feet; Thence northwesterly 162.63 feet along the arc of said curve and along said boundary through a central angle of 20°08'47" (the long chord of said curve bears North 50°37'45" West 161.79 feet); Thence North 40°33'21" West 99.03 feet along said boundary to the **Point of Beginning**.

See **Exhibit "A-1"** (the area dedicated)

Grantee shall have the right to regulate and use the area dedicated as and for right-of-way and for utility purposes. Such use shall include, but not be limited to the following: (1) the right of public ingress and egress through and along said area; (2) the right to locate, design, construct, install, inspect, protect, maintain, repair, modify, and otherwise change utilities, road rights-of-way, and any other appurtenances or related elements, including, but not limited to, pavement, signs, curbs, gutters, sidewalks, conduits, cables, wires, splicing boxes, power sources, and facilities, including but not limited to those for storm water, wastewater, water, electricity, gas, oil, telecommunications, communication transmission and reception, together with fencing and gates when the same are deemed by Grantee to be necessary to protect facilities, prevent intrusions, and otherwise protect the public from loss or harm; and (3) the right to engage in any other activity that is reasonably related to the construction, operation and maintenance of public utilities and rights-of-way that are located in the dedicated area. In addition, Grantee shall have the right to clear, remove and dispose of any material, obstructions, timber and vegetation within the dedication area.

Grantee's uses are unrestricted in location within the right-of-way and will not be limited in any way by the state of being, condition or location of the street. Grantee is also authorized to utilize such additional width as may be necessary temporarily for the placing of excavated materials thereon and for initial construction and maintenance operations. Grantee will restore disturbed property to equal or better condition.

Subject to the terms hereof, Grantee shall have all other rights and benefits that are reasonably necessary or useful for Grantee's full and complete use of the area dedicated. Grantor shall not authorize or otherwise permit any person or entity to interfere with Grantee's use of the dedicated area.

Grantor covenants that Grantor is lawfully seized and possessed of the real property described herein, and that Grantor has a good and lawful right to convey it or any part thereof and that Grantor will forever warrant and defend the same against all persons who may lawfully claim the same.

The undersigned requests that the Assessor and Treasurer of Benton County set over to the remainder the lien of all unpaid taxes, if any, affecting the property conveyed by this Right-of-Way Dedication Deed, as provided by RCW 84.60.070.

It is understood and agreed that delivery of this Deed is hereby tendered and that its terms and obligations are not binding upon the City of Richland unless and until the Richland City Council has taken action by ordinance or resolution to accept this Right-of-Way Deed of Dedication and the below Certificate of Acceptance has been executed.

CERTIFICATE OF ACCEPTANCE OF RIGHT-OF-WAY DEDICATION DEED

The interest in real property conveyed by this Right-of-Way Dedication Deed has been accepted by Ordinance No. _____ of the City Council of the City of Richland on the ____ day of _____, 2025, and the authorized officer of such governing body has consented to recordation of said Deed of Dedication with the Benton County Auditor.

Accepted by the City of Richland:

Jon Amundson, ICMA-CM, City Manager

Attest:

Approved as to form:

Jennifer Rogers, City Clerk

Heather Kintzley, City Attorney

GRANTOR – KENNEWICK SCHOOL DISTRICT NO. 17
a political subdivision of the State of Washington

By: _____
Dr. Thomas Brillhart
Assistant Superintendent of Operations

STATE OF _____)
: SS
COUNTY OF _____)

On this ____ day of _____, 2025, before me, the undersigned Notary Public in and for the State of _____, duly commissioned and sworn, personally appeared **Dr. Thomas Brillhart**, to me known to be authorized and who executed the within and foregoing instrument, and acknowledged that he signed the same as his free and voluntary act and deed, for the use and purposes therein mentioned, and on oath stated that he is authorized to execute the said instrument.

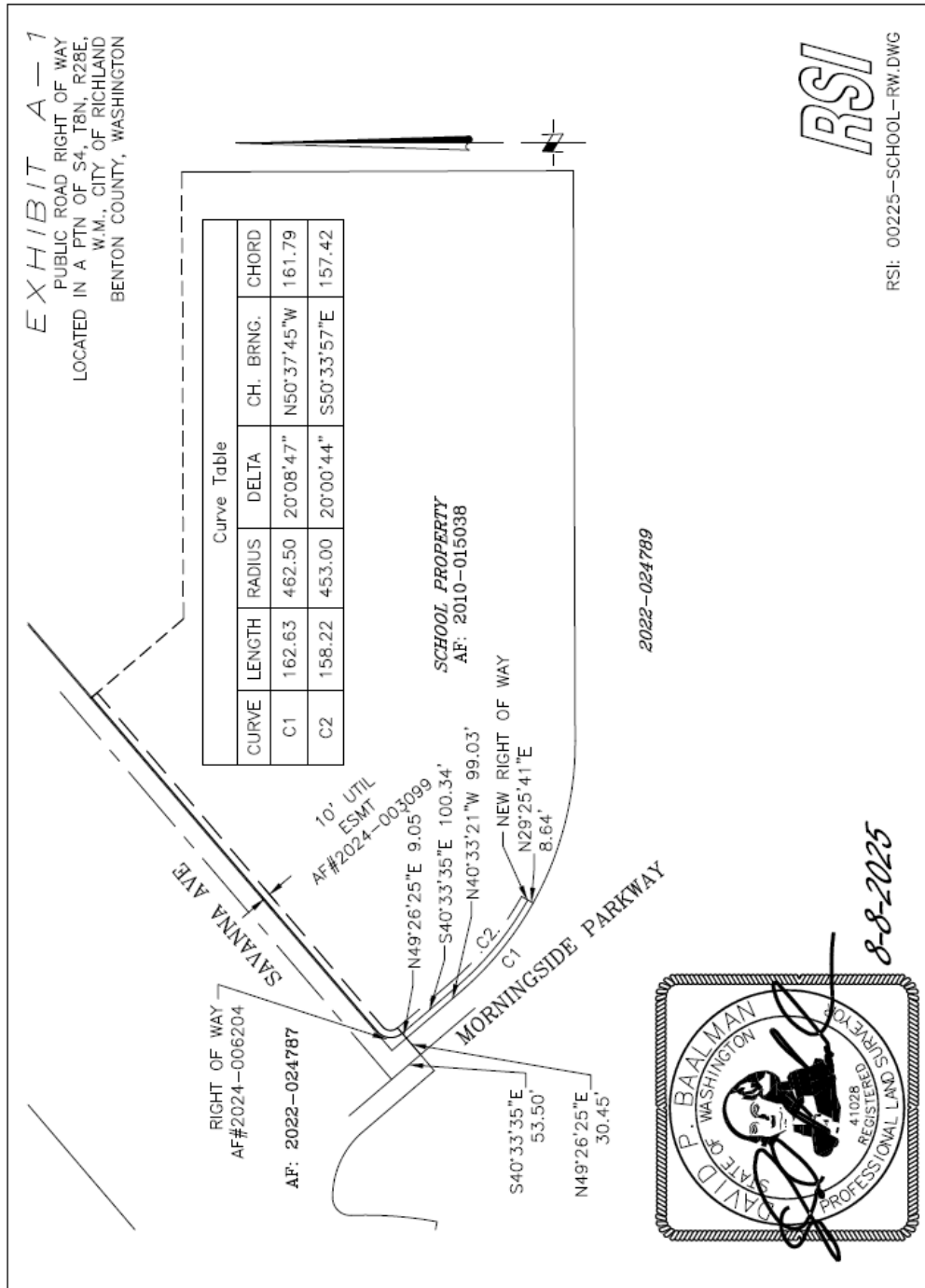
IN WITNESS WHEREOF, my hand and official seal hereon affixed the day and year above written.

Sign: _____
Printed Name: _____

Notary Public in and for the State of _____
Residing at _____
My appointment expires _____

seal

Exhibit A-1 to Right-of-Way Dedication Deed Depiction of Area Dedicated





COUNCIL AGENDA ITEM COVERSHEET

Council Date: 10/21/2025

Agenda Category: Ordinances - Second Reading & Passage

Strategic Priority 2 - Financial Sustainability

Subject

Ordinance No. 2025-28, Amending Chapter 3.26 of the Richland Municipal Code related to Utility Deposit System

Department/Office	Ordinance/Resolution Number	Document Type
Finance	2025-28	Ordinance

Recommended Motion

Give second reading and pass Ordinance No. 2025-28, amending Chapter 3.26 of the Richland Municipal Code related to the City's Utility Deposit System.

Summary

Staff recently reviewed the City of Richland's current utility deposit requirement, which is set at twice the average monthly bill amount. As a full-service city, this requirement has increasingly become a significant financial burden for many tenants seeking essential utility services. For residential customers, the average deposit required for all utility services can exceed \$400. As a result, customers frequently fall into delinquency within the first billing cycle, placing them at risk of disconnection and further compounding financial stress.

In reviewing the utility deposit structures of other full-service cities, staff found that many jurisdictions have lower or flat-rate deposit models. Based on the attached comparative analysis, and the large average required deposit, staff recommends revising the City's utility deposit policy to implement a flat-rate deposit model for residential customers. This flat-rate model will replace the current average-based methodology. The new deposit model would be as follows:

- Residential homes and apartment buildings or duplexes with four (4) or fewer units: \$250.00
- Apartment buildings with five (5) or more units: \$100.00

This change would simplify the deposit process for staff while still providing a fair approach for city residents. Lowering and standardizing the deposit requirement would also support broader goals of financial sustainability, customer satisfaction, and community well-being.

Staff also recommends eliminating RMC 3.26.020(B) Deposit Reinstated, as it places an undue administrative burden on staff and imposes additional financial strain on customers.

At its September 9, 2025 meeting, the Utility Advisory Committee (UAC) reviewed staff's analysis and recommendation regarding a proposed flat-rate utility deposit. The UAC concluded its review with a motion to support staff's recommendation to decrease and adjust the utility deposit requirement.

Staff recommends approval of Ordinance No. 2025-28 for second reading and passage.

Fiscal Impact

Reducing the deposit requirement may increase the risk associated with potential delinquent accounts, as these accounts will have a lower deposit to offset any unpaid balances.

Attachments

1. Ordinance No. 2025-28
2. Full-Service City Deposit Comparison

ORDINANCE NO. 2025-28

AN ORDINANCE OF THE CITY OF RICHLAND, WASHINGTON, AMENDING CHAPTER 3.36 OF THE RICHLAND MUNICIPAL CODE RELATED TO UTILITY DEPOSIT SYSTEM.

WHEREAS, the City has need, from time to time, to amend the Richland Municipal Code (RMC) to promote the health, safety and general welfare of its citizens and to bring the code into alignment with best practices; and

WHEREAS, as a full-service city, the current utility deposit requirement of twice the monthly average has become a significant financial burden for many tenants seeking essential utility services; and

WHEREAS, after a review of other full-service cities throughout the state of Washington, the City's formula is out of alignment compared to utility deposits required by those cities; and

WHEREAS, at its September 9, 2025 meeting, the Utility Advisory Committee (UAC) reviewed staff's analysis and recommendation regarding a proposed flat rate utility deposit. The UAC concluded its review with a motion to support staff's recommendation to decrease and adjust the utility deposit requirement; and

WHEREAS, adjusting the structure of the City's utility deposit rates will provide a fair approach for residents while still supporting broader goals of financial sustainability, customer satisfaction, and community well-being.

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

Section 1. Chapter 3.26 of the Richland Municipal Code, entitled Utility Deposit System, as first enacted by Ordinance No. 27-81, and last amended by Ordinance No. 63-19, is hereby amended as follows:

Chapter 3.26 UTILITY DEPOSIT SYSTEM

Sections:

3.26.010 Deposit for utility service.

3.26.020 Exemption from deposit – Qualifications.

3.26.010 Deposit for utility service.

Applications for electrical, water, or other utility service, made by the tenant of leased or rented residential premises, shall be accompanied by a utility services deposit; provided, however, that the deposit will not be required for electrical services for those set forth in RMC 14.12.010. The deposit amount shall be based on the following: ~~equal twice the monthly average bill of the previous 12 months for that occupied location without regard to prior discounted rates. If the premises has not been occupied continuously for the last 12 months, then the deposit will be as provided in the city's posted fee schedule.~~

Residential homes and apartment buildings or duplexes with four (4) or fewer units: \$250.00;
Apartment buildings with five (5) or more units: \$100.00.

Upon termination of service to the tenant, the amount of the deposit may be applied against any electrical, water or other utility charges then due or to become due from the tenant, including any connection or reconnection charges, and shall be remitted to the appropriate fund or funds. If the amount of the deposit is not sufficient to pay the total of the unpaid charges, remittance shall be made to the appropriate fund or funds on a pro rata basis. If there is a balance remaining after payment of all utility charges then due or to become due from the tenant, such balance shall be refunded.

3.26.020 Exemption from deposit – Qualifications.

A. If a new customer presents a letter of credit reference that is for the immediate prior 12 months of continuous service from a comparable utility company and meets the definition of good credit history, then there is an exemption from the requirement to make a deposit for utility services. Good credit history is defined as follows:

1. One or fewer delinquent notices within the previous 12 months; and
2. No disconnects for nonpayment of a bill or deposit within the previous 12 months; and
3. One or fewer checks returned to the city or prior utility for insufficient funds from his/her bank within the previous 12 months; and
4. No outstanding balances for utilities with the city within the last five years.

Existing utility customers who meet the qualifications for good credit, but who applied for services prior to the passage of the amendatory ordinance codified in this section, will automatically have their deposit applied back to their account after the end of the month in which they are determined to qualify for the exemption. Upon completion of a 12-month service period, all customers covered by the deposit will undergo an automatic review. If the above qualifications are met, the deposit shall be applied to the customer's account after the last day of the month in which they qualify.

~~B. Deposit Reinstated. The deposit requirement will be reinstated when:~~

- ~~1. After receiving two delinquent notices since the start of the account, another delinquent notice is mailed within 12 months of the last delinquent notice; or~~
- ~~2. A customer is on the list for disconnects on the day disconnects are started; or~~
- ~~3. Two payments are returned to the city for nonsufficient funds; or~~
- ~~4. A customer has an outstanding balance for utilities with the city created within the last five years; or~~
- ~~5. A customer has a pattern of delinquent notices and one payment is returned to the city for nonsufficient funds.~~

~~The deposit will be retained until the customer reestablishes a good credit history for a period of 12 months from the time the reestablished deposit is fully paid.~~

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 21st day of October, 2025.

Theresa Richardson, Mayor

Attest:

Approved as to Form:

Jennifer Rogers, City Clerk

Heather Kintzley, City Attorney

First Reading: October 7, 2025
Second Reading: October 21, 2025
Date Published: October 26, 2025

City of Richland

Full-Service Cities

Utility Deposit Comparison

City:	Richland	Tacoma	Ellensburg	Cheney	Seattle	Centralia
2025 Population:	64,930	228,400	21,260	13,180	816,600	18,730
Deposit Required:	Deposit required from Tenants of leased or rented residential premises	Deposit required from Tenants for power and water services	Deposit required from Owner or Tenant (with Owner agreement)	Deposit required for rental properties (Tenants)	Electricity: No Deposit required. Water/Sewer/Garbage: No Deposit (Property owner is ultimately responsible for utility bills)	No Deposit Required. The only deposit will be unless an owner's bankruptcy and continuation of utility services is desired. The deposit would be the two highest usage months within a 24-month period.
Deposit Amount:	Twice the monthly average bill of previous 12 months	Residential homes: \$200; Apartment bldgs 1-4 units:\$200; Apartment buildings 5+ units:\$100; Water deposit: \$75	Deposit Amount: One monthly average bill	Deposit amount will range from \$150 to \$200 and will be split into two equal payments on the first two bills.	N/A	N/A

All Cities: Deposit is generally waived if the customer can provide 12/24 months of letter of credit from previous utility account.



COUNCIL AGENDA ITEM COVERSHEET

Council Date: 10/21/2025

Agenda Category: Resolutions - Adoption

Strategic Priority I - High Performance Government

Subject

Resolution No. 2025-130, Authorizing a Grant Agreement with the Washington Traffic Safety Commission to Support High Visibility Enforcement Actions

Department/Office

Police

Ordinance/Resolution Number

2025-130

Document Type

Resolution

Recommended Motion

Adopt Resolution No. 2025-130, authorizing the City Manager to sign and execute a grant agreement with the Washington Traffic Safety Commission to support the Richland Police Department's high visibility enforcement activities.

Summary

The Washington Traffic Safety Commission (WTSC) Region 14 Traffic Safety Task Force has been awarded federal grant funds, provided by the U.S. Department of Transportation's National Highway Traffic Safety Administration (NHTSA), to support collaborative efforts to conduct overtime high visibility enforcement (HVE) actions with participating agencies. The City of Richland is being awarded \$12,900 in grant funding to support the Richland Police Department's high visibility (HVE) efforts.

The HVE combines enforcement strategies and public education to deter impaired and distracted driving. Activities may include enhanced patrols using visibility elements such as electronic message boards, road signage, and command posts. The purpose of these efforts is to increase awareness, promote voluntary compliance with traffic laws, and reduce serious injury and fatal crashes.

As a participating agency in the Region 14 Traffic Safety Task Force, the Richland Police Department will use the grant funds to reimburse overtime expenses incurred during enforcement operations conducted under this program. The grant period extends from October 1, 2025 through September 30, 2026.

Staff recommends adoption of Resolution No. 2025-130.

Fiscal Impact

The grant provides \$12,900 in reimbursement funding. No matching funds are required.

Attachments

1. Resolution No. 2025-130
2. 2026 High Visibility Enforcement (HVE) Agreement with Washington Traffic Safety Commission

RESOLUTION NO. 2025-130

**A RESOLUTION OF THE CITY OF RICHLAND, WASHINGTON,
AUTHORIZING A GRANT AGREEMENT WITH THE WASHINGTON
TRAFFIC SAFETY COMMISSION FOR FUNDING TO SUPPORT
HIGH VISIBILITY ENFORCEMENT ACTIONS BY THE RICHLAND
POLICE DEPARTMENT.**

WHEREAS, the City of Richland is being offered \$12,900 in grant funding provided by the United States Department of Transportation (USDOT) National Highway Traffic Safety Administration (NHTSA) to conduct high visibility enforcement activities; and

WHEREAS, high visibility enforcement (HVE) incorporates enforcement strategies, such as enhanced patrols using visibility elements (e.g. electronic message boards, road signs, command posts, BAT mobiles, etc.) designed to make enforcement efforts obvious to the public; and

WHEREAS, the 2026-HVE-5736-Region 14 HVE grant was awarded to the Region 14 Traffic Safety Task Force to support collaborative efforts to conduct overtime high visibility enforcement throughout Washington; and

WHEREAS, if approved, the Richland Police Department will seek reimbursement of approved overtime expenses incurred as a participant in the region's HVE grant to and through September 30, 2026.

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 grant agreement with the Washington Traffic Safety Commission for funding in support of high visibility enforcement actions by the Richland Police Department.

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 21st day of October, 2025.

Theresa Richardson, Mayor

Attest:

Approved as to Form:

Jennifer Rogers, City Clerk

Heather Kintzley, City Attorney



**INTERAGENCY AGREEMENT BETWEEN THE
Washington Traffic Safety Commission**

AND

Richland Police Department

THIS AGREEMENT is made and entered into by and between the Washington Traffic Safety Commission, hereinafter referred to as "WTSC," and SUB RECIPIENT NAME Richland Police Department, hereinafter referred to as "SUB-RECIPIENT."

NOW THEREFORE, in consideration of the authority provided to WTSC in RCW 43.59 and RCW 39.34, terms, conditions, covenants, and performance contained herein, or attached and incorporated and made a part hereof, the parties mutually agree as follows:

1. PURPOSE OF THE AGREEMENT:

The purpose of this Agreement is to provide funding, provided by the United States Department of Transportation (USDOT) National Highway Traffic Safety Administration (NHTSA) and allowed under the Assistance Listings Catalog of Federal Domestic Assistance (CFDA) numbers 20.600 and 20.616 for traffic safety grant project 2026-HVE-5736-Region 14 HVE, specifically to provide funding for the law enforcement agencies in WTSC Region 14 to conduct straight time or overtime enforcement activities (traffic safety emphasis patrols) as outlined in the Statement of Work (SOW), in support of Target Zero priorities. The Target Zero Manager (TZM) and/or the Law Enforcement Liaison (LEL) shall coordinate the SOW with the SUB-RECIPIENT with the goal of reducing traffic crashes.

WTSC grant 2026-HVE-5736-Region 14 HVE was awarded to the WTSC Region 14 to support collaborative efforts to conduct HVE activities. By signing this agreement, the SUB-RECIPIENT can seek reimbursement for straight time or overtime for approved law enforcement activity expenses incurred as a participant in the region's HVE grant.

2. PERIOD OF PERFORMANCE

The period of performance of this Agreement shall commence upon the date of execution by both parties, but not earlier than October 1, 2025, and remain in effect until September 30, 2026 unless terminated sooner, as provided herein.

3. SCOPE OF WORK

3.1.1 Problem ID and/or Opportunity

In 2023, Washington State experienced the deadliest year on its roads since 1990. The trajectory of this rise in fatalities reflects a broader trend of increasing impairment-related crashes, speeding, and compounding issues in law enforcement, medical, and judicial systems. This uptick in fatal crashes is deeply intertwined with impaired driving, law enforcement challenges, and societal impacts.

A Decade of Increasing Traffic Fatalities

The rise in fatalities has been both sharp and persistent:

- 2015 saw a drastic 19.3% increase in traffic fatalities, the largest single-year jump since data collection began in 1968.
- Following this spike, fatalities stabilized between 2015 and 2019.
- In 2020, despite pandemic-related reductions in traffic volume, fatalities climbed 6.7%, from 538 to 574.
- The situation worsened in 2021-2023, when fatalities surged by 20.2%, from 674 in 2021 to 810 in 2023, the highest number since 1990. This five-year increase represents the most rapid rise in traffic fatalities recorded in Washington State's history.
- Pedestrian fatalities were a record-high of 157 in 2023 and pedestrian serious injuries reached 472, also a record high for the state.

This project will fund locally coordinated enforcement mobilizations to address impaired driving, distracted driving, seat belt safety, speeding, and motorcycle safety. Funding and events will be organized by local Target Zero Managers (TZMs) & the statewide Law Enforcement Liaison networks and their local Target Zero Task Force. These patrols will also be coordinated with the Washington State Patrol (WSP). Target Zero Managers will establish or strengthen relationships with key WSP district personnel to improve interagency coordination.

3.1.2 Project Purpose and Strategies

This project will fund High Visibility Enforcement (HVE) and Traffic Safety Enforcement Program (TSEP) patrols to prevent impaired driving, distracted driving, seat belt use, speeding, and motorcycle safety. High Visibility Enforcement (HVE) and Traffic Safety Enforcement Program (TSEP) patrols are designed to create deterrence by increasing the expectation of a citation/fine/arrest. Officers may also remove high risk (impaired) drivers when encountered. So together, this countermeasure works by preventing dangerous driving behaviors and stopping those who still decide to engage in those behaviors. Funding and events will be organized by local TZMs, LELs, and their local Target Zero Task Force. Task forces will use local data and professional judgement to determine enforcement priorities for their jurisdictions and will schedule and plan enforcement and outreach activities. Regional participation in the following National Campaigns is mandatory:

- Impaired driving enforcement during the Holiday DUI campaign (December 2025).
- Distracted driving enforcement during the Distracted Driving campaign (April 2026)
- Seat belt enforcement during the Click It or Ticket campaign (May 2026).
- Impaired driving enforcement during the Summer DUI campaign (August 2026).

These patrols will also be coordinated with the Washington State Patrol (WSP). Target Zero Managers will establish or strengthen relationships with key WSP district personnel to improve interagency coordination with the WSP.

3.1.3 Requirements for National Mobilizations and Traffic Safety Enforcement Program (TSEP)

3.1.3.1. HVE events will be data informed; based on crash data, anecdotal evidence, and the professional judgement of task force members. WTSC strongly believes in the expertise of local officers to understand

the highest priority areas in their communities to focus their efforts.

3.1.3.2. The SUB-RECIPIENT will ensure that all officers participating in these patrols are BAC certified and have received and passed the SFST refresher training.

3.1.3.3. SUB-RECIPIENT will ensure all officers participating in Impaired Driving patrols have also received Advanced Roadside Impaired Driving Enforcement (ARIDE) training.

3.1.3.4. SUB-RECIPIENT shall ensure all participating personnel will use the WEMS system provided by the WTSC to record all activities in digital activity logs conducted by their commissioned officers pursuant to the HVE events. Participating officers will fill out all applicable fields of the digital activity log and use the comments field to provide details on irregularities, challenges or other details that would help explain what was encountered during their shift. SUB- RECIPIENT will also ensure all supervisors and fiscal staff have the ability to review and edit those activity logs.

3.1.4 Project Intent and Best Practice

3.1.4.1. SUB-RECIPIENT is encouraged to help their Region Task Force fulfill the requirement to participate in the four mandatory National Campaigns. (Holiday DUI campaign in December 2025, Distracted Driving campaign in April 2026, Click It or Ticket campaign in May 2026, and Summer DUI campaign in August 2026).

NOTE: Agencies must participate in speed or impaired driving enforcement under this agreement to be eligible to receive funding under the WASPC equipment grant.

3.1.4.2. SUB-RECIPIENT is strongly encouraged to participate in their task force to plan and execute enforcement events.

3.1.4.3. Regional task force will be submitting quarterly progress reports and SUB-RECIPIENT is encouraged to participate to the fullest extent possible. Quarterly progress reports are due January 15, April 15, July 15, and October 15.

3.1.4.4. WTSC encourages participating officers to prioritize violations that directly contribute to the injury and death of road users, such as impaired driving, speeding, distracted driving, non-restraint, etc.

3.1.4.5. SUB-RECIPIENT should promote patrol events through all earned, owned and, if funded, paid media that is available so that the public is made aware of the event before, during, and after the enforcement takes place. It is best practice to translate messages as needed and invite local media involvement in the effort to reach communities in which HVE will occur.

3.1.4.6. SUB-RECIPIENT should strive to actively enforce traffic safety laws focused on collision causing behaviors in priority areas throughout the year outside of HVE events.

3.1.4.7. When participating in motorcycle patrols SUB-RECIPIENT should focus on the illegal and unsafe

driving actions of all motor vehicles interacting with motorcycles. This includes speeding, failure to yield to a motorcycle, following too closely to a motorcycle, distracted driving, etc.

3.1.4.8. When participating in motorcycle patrols SUB-RECIPIENT should ensure that enforcement will focus on the illegal and unsafe driving actions of motorcycles that are known to cause serious and fatal crashes. This includes impaired driving, speeding, and following too closely.

3.1.4.9. Performance will be monitored by the regional TZM, LEL, and Task Force, as well as WTSC. WTSC reserves the right to designate specific officers as ineligible for cost reimbursement. This will occur if an officer is determined to not have not met the purpose/intent of this grant in multiple emphasis patrols.

3.1.4.10. Funds can be used to support the mentoring of officers in traffic enforcement. This can be focused on impaired driving, or general traffic enforcement.

For DUI mentorship, WTSC has found it to be best practice to include a mix of instruction and practical experience. The mentor should be a DRE when possible, or a highly effective DUI emphasis patrol officer with a minimum of ARIDE training. Mentor/mentee activities will be pre-approved by the TZM or LEL after the mentee submits their interest.

3.1.4.11. Community outreach/collaboration: Funds can be used to pay for traffic safety focused community outreach and collaboration activities. The operational approach for regional community outreach and collaboration activities should be developed at the Task Force level and be approved by the WTSC. WTSC recommends that these activities include an opportunity for the audience to provide feedback on local traffic safety priorities and activities, which ideally will influence the region's plan for traffic safety programming.

3.1.4.12. In order to receive funding from this grant, agencies must participate with the regional traffic safety task force/coalition in the planning efforts for these activities.

3.1.4.13. WTSC also encourages all law enforcement agencies in Washington to utilize WTSC's data analysis resources, such as interactive dashboards and data from a statewide attitudinal survey, as well as their regional Target Zero Manager to identify priorities for engaging with the community.

3.1.4.14. WTSC will provide tools for documenting community collaboration activities, such as the WEMS activity log.

3.1.5 NATIONAL AND STATE-WIDE MOBILIZATIONS

Not all agencies are required to participate in all of the mobilizations listed below. However, the region must have some law enforcement participation in all of the mobilizations listed. Dates are tentative and may change when NHTSA publishes their FFY2026 mobilization calendar.

Mobilization Dates

Holiday DUI December 16, 2025 – January 1, 2026



U Drive. U Text. U Pay. April 6 – 13, 2026

Click It or Ticket May 11 – May 31, 2026

It's a Fine Line (optional if funded) July 2026 (Dates TBD)

DUI Drive Sober or Get Pulled Over August 19 – September 7, 2026

3.2 PROJECT GOALS

Prevent traffic crashes to reduce traffic related deaths and serious injuries through active, visible, consistent, and targeted traffic law enforcement, law enforcement training, and community outreach. Law enforcement can have a profound effect on traffic safety and this project aims to increase participation to accomplish that.

3.3 COMPENSATION

3.3.1 The Compensation for the straight time or overtime work provided in accordance with this Agreement has been established under the terms of RCW 39.34. The cost of accomplishing the work described in the SOW will not exceed dollar total from amounts listed below. Payment for satisfactory performance shall not exceed this amount unless the WTSC and SUB-RECIPIENT mutually agree to a higher amount in a written Amendment to this Agreement executed by both the WTSC and SUB-RECIPIENT. Comp-time is not considered overtime and will not be approved for payment. All law enforcement agencies who are active members of the Region's traffic safety task force with a fully executed grant agreement are eligible to participate in this grant.

3.3.2 WTSC will reimburse for personnel straight time or overtime expenses at 150 percent of the officer's normal salary rate plus SUB-RECIPIENT's contributions to employee benefits, limited to the following:

- FICA
- Medicare
- Any portion of L&I that is paid by the employer (SUB-RECIPIENT)
- Retirement contributions paid by the employer (SUB-RECIPIENT) can be included if the contribution is based on a percentage of their hours worked.

Health insurance, or any other benefits not listed above, are not eligible for reimbursement.

The SUB-RECIPIENT will provide law enforcement officers with appropriate equipment (e.g., vehicles, radars, portable breath testers, etc.) to participate in the emphasis patrols.

3.3.3 Funding alterations are permitted as follows: Upon agreement by the regional TSM and all other parties impacted by a proposed budget alteration, the budget category amounts may be increased or decreased without amending this agreement, so long as the total grant award amount does not increase. HVE grant funds should be managed collaboratively by the SUB-RECIPIENT and the TSM.

These alterations must be requested through email communication between the regional TSM and assigned WTSC Program Manager. This communication shall include details of the requested budget modifications and a description of why these changes are needed. The TSM will also send an updated

quarterly Operations Plan to the WASPC representative monitoring the project if the budget modification will result in changes to the previously submitted plan.

3.3.4 These funds, designated for salaries and benefits, are intended to pay for the hourly straight time or overtime costs and proportional amounts of fringe benefits of commissioned staff pursuing the activities described in the statement of work. These funds may not be used for any other purpose for example any work required to maintain a law enforcement commission including recertification trainings like firearm qualification. This agreement is expressly designated to fund salaries and benefits. By signing this agreement, SUB-RECIPIENT agrees to supply all necessary equipment and vehicles needed to accomplish the work in the scope of work. WTSC is not responsible for any equipment that is lost, stolen, or destroyed in the execution of the scope of work.

3.3.5 Dispatch: WTSC will reimburse communications officers/dispatch personnel for work on this project providing SUB- RECIPIENT has received prior approval from their region's TZM. This activity must be overtime and only the expenses listed in section 3.2 and its subsections will be reimbursed.

3.3.6 Transport Officers: WTSC will reimburse transport officers for their work on this project providing SUB-RECIPIENT has received approval from their regions TZM. The TZM will work with the regional LEL to determine if need is warranted for the type of HVE activity. This activity must be overtime and only the expenses listed in section 3.2 and its subsections will be reimbursed.

3.3.7 The law enforcement agency involved will not schedule individual officer overtime shifts for longer than eight hours. WTSC understands there may be instances when more than eight hours are billed due to DUI processing or other reasons and an explanation should be provided on the WEMS Officer Activity Log.

3.3.8 The law enforcement agency involved will ensure that any reserve officer for whom reimbursement is claimed has exceeded his/her normal weekly working hours when participating in an emphasis patrol and is authorized to be paid at the amount requested. Reserve officers may only be paid at the normal hourly rate and not at the 150 percent overtime rate.

3.4 PROJECT COSTS

The WTSC has awarded **\$90,000.00** to the WTSC Region 14 Traffic Safety Task Force for the purpose of conducting coordinated HVE enforcement and community outreach/collaboration activities. The funding must be used for traffic safety purposes in the areas of impaired driving, distracted driving, occupant restraint use, speeding, and motorcycle safety. See the project in WEMS for an updated distribution of funding by specific emphasis area.

By signing this agreement, the SUB-RECIPIENT can seek reimbursement for approved straight time or overtime expenses incurred as a participant in this grant. Funds are expressly designated for staffing activities and may not be used for other expenses that may be incurred, such as vehicle damage, supply replacement, etc. All activity must be coordinated by the region's traffic safety task force and TZM to be eligible for reimbursement.



APPLICABLE STATE AND FEDERAL TERMS AND CONDITIONS:

4. ACTIVITY REPORTS

The SUB-RECIPIENT agrees to have all personnel who work HVE patrols submit a WEMS Officer Activity Log within 24 hours of the end of all shifts worked. These same logs will be associated with invoices as detailed in the "BILLING PROCEDURE" section. Use of the Officer Activity Log in the WTSC's online grant management system, WEMS, is required. Supervisor review and accuracy certification will also be done in WEMS.

5. ADVANCE PAYMENTS PROHIBITED

No payments in advance of or in anticipation of goods or services to be provided under this Agreement shall be made by the WTSC.

6. AGREEMENT ALTERATIONS AND AMENDMENTS

This Agreement may be amended by mutual agreement of the Parties in the form of a written request to amend this Agreement. Such amendments shall only be binding if they are in writing and signed by personnel authorized to bind each of the Parties. Changes to the budget, SUB-RECIPIENT'S Primary Contact, and WTSC Program Manager can be made through email communication and signatures are not required.

7. ALL WRITINGS CONTAINED HEREIN

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

8. ASSIGNMENT

The SUB-RECIPIENT may not assign the work to be provided under this Agreement, in whole or in part, without the express prior written consent of the WTSC, which consent shall not be unreasonably withheld. The SUB-RECIPIENT shall provide the WTSC a copy of all third-party contracts and agreements entered into for purposes of fulfilling the SOW. Such third-party contracts and agreements must follow applicable federal, state, and local law, including but not limited to procurement law, rules, and procedures. If any of the funds provided under this Agreement include funds from NHTSA, such third-party contracts and agreements must include the federal provisions set forth in this Agreement in sections 32 through 40.

9. ATTORNEYS' FEES

In the event of litigation or other action brought to enforce the Agreement terms, each party agrees to bear its own attorney fees and costs.

10. BILLING PROCEDURE

All invoices for reimbursement of HVE activities will be done using the WTSC's grant management system, WEMS. WEMS Officer Activity logs will be attached to invoices, directly linking the cost of the



activity to the invoice. Because the activity, approval, and invoicing are all done within WEMS, no back up documentation is required in most cases.

Once submitted by the SUB-RECIPIENT, invoices are routed to the regional TZM for review and approval. The TZM will submit all approved invoices to the WTSC via WEMS within 10 days of receipt.

Payment to the SUB-RECIPIENT for approved and completed work will be made by warrant or account transfer by WTSC within 30 days of receipt of such properly documented invoices acceptable to WTSC. Upon expiration of the Agreement, any claim for payment not already made shall be submitted within 45 days after the expiration date of this Agreement. All invoices for goods received or services performed on or prior to June 30, 2026, must be received by WTSC no later than August 10, 2026. All invoices for goods received or services performed between July 1, 2026 and September 30, 2026, must be received by WTSC no later than November 15, 2026.

11. CONFIDENTIALITY / SAFEGUARDING OF INFORMATION

The SUB-RECIPIENT shall not use or disclose any information concerning the WTSC, or information which may be classified as confidential, for any purpose not directly connected with the administration of this Agreement, except with prior written consent of the WTSC, or as may be required by law.

12. COST PRINCIPLES

Costs incurred under this Agreement shall adhere to provisions of 2 CFR Part 200 Subpart E.

13. COVENANT AGAINST CONTINGENT FEES

The SUB-RECIPIENT warrants that it has not paid, and agrees not to pay, any bonus, commission, brokerage, or contingent fee to solicit or secure this Agreement or to obtain approval of any application for federal financial assistance for this Agreement. The WTSC shall have the right, in the event of breach of this section by the SUB-RECIPIENT, to annul this Agreement without liability.

14. DISPUTES

14.1. Disputes arising in the performance of this Agreement, which are not resolved by agreement of the parties, shall be decided in writing by the WTSC Deputy Director or designee. This decision shall be final and conclusive, unless within 10 days from the date of the SUB-RECIPIENT's receipt of WTSC's written decision, the SUB-RECIPIENT furnishes a written appeal to the WTSC Director. The SUB-RECIPIENT's appeal shall be decided in writing by the Director or designee within 30 days of receipt of the appeal by the Director. The decision shall be binding upon the SUB-RECIPIENT and the SUB-RECIPIENT shall abide by the decision.

14.2. Performance During Dispute. Unless otherwise directed by WTSC, the SUB-RECIPIENT shall continue performance under this Agreement while matters in dispute are being resolved.

14.3 In the event that either Party deems it necessary to institute legal action or proceedings to enforce any right or obligation under this Agreement, the Parties hereto agree that any such action or proceedings

shall be brought in the superior court situated in Thurston County, Washington.

15. GOVERNANCE

15.1. This Agreement is entered into pursuant to and under the authority granted by the laws of the state of Washington and any applicable federal laws. The provisions of this Agreement shall be construed to conform to those laws.

15.2. 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:

15.2.1. Applicable federal and state statutes and rules

15.2.2. Terms and Conditions of this Agreement

15.2.3. Any Amendment executed under this Agreement

15.2.4. Any SOW executed under this Agreement

15.2.5. Any other provisions of the Agreement, including materials incorporated by reference

16. INCOME

Any income earned by the SUB-RECIPIENT from the conduct of the SOW (e.g., sale of publications, registration fees, or service charges) must be accounted for, reported to WTSC, and that income must be applied to project purposes or used to reduce project costs.

17. INDEMNIFICATION

17.1. To the fullest extent permitted by law, the SUB-RECIPIENT shall indemnify and hold harmless the WTSC, its officers, employees, and agents, and process and defend at its own expense any and all claims, demands, suits at law or equity, actions, penalties, losses, damages, or costs of whatsoever kind ("claims") brought against WTSC arising out of or in connection with this Agreement and/or the SUB-RECIPIENT's performance or failure to perform any aspect of the Agreement. This indemnity provision applies to all claims against WTSC, its officers, employees, and agents arising out of, in connection with, or incident to the acts or omissions of the SUB-RECIPIENT, its officers, employees, agents, contractors, and subcontractors. Provided, however, that nothing herein shall require the SUB-RECIPIENT to indemnify and hold harmless or defend the WTSC, its agents, employees, or officers to the extent that claims are caused by the negligent acts or omissions of the WTSC, its officers, employees or agents; and provided further that if such claims result from the concurrent negligence of (a) the SUB-RECIPIENT, its officers, employees, agents, contractors, or subcontractors, and (b) the WTSC, its officers, employees, or agents, or involves those actions covered by RCW 4.24.115, the indemnity provisions provided herein shall be valid and enforceable only to the extent of the negligence of the SUB-RECIPIENT, its officers, employees, agents, contractors, or subcontractors.

17.2. The SUB-RECIPIENT agrees that its obligations under this Section extend to any claim, demand and/or cause of action brought by, or on behalf of, any of its employees or agents in the performance of this agreement. For this purpose, the SUB- RECIPIENT, by mutual negotiation, hereby waives with respect to WTSC only, any immunity that would otherwise be available to it against such claims under the Industrial Insurance provisions chapter 51.12 RCW.

17.3. The indemnification and hold harmless provision shall survive termination of this Agreement.

18. INDEPENDENT CAPACITY

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.

19. INSURANCE COVERAGE

19.1. The SUB-RECIPIENT shall comply with the provisions of Title 51 RCW, Industrial Insurance, if required by law.

19.2. If the SUB-RECIPIENT is not required to maintain insurance in accordance with Title 51 RCW, prior to the start of any performance of work under this Agreement, the SUB-RECIPIENT shall provide WTSC with proof of insurance coverage (e.g., vehicle liability insurance, private property liability insurance, or commercial property liability insurance), as determined appropriate by WTSC, which protects the SUB-RECIPIENT and WTSC from risks associated with executing the SOW associated with this Agreement.

20. LICENSING, ACCREDITATION, AND REGISTRATION

The SUB-RECIPIENT shall comply with all applicable local, state, and federal licensing, accreditation, and registration requirements and standards necessary for the performance of this Agreement. The SUB-RECIPIENT shall complete registration with the Washington State Department of Revenue, if required, and be responsible for payment of all taxes due on payments made under this Agreement.

21. RECORDS MAINTENANCE

21.1. During the term of this Agreement and for six years thereafter, the SUB-RECIPIENT shall maintain books, records, documents, and other evidence that sufficiently and properly reflect all direct and indirect costs expended in the performance of the services described herein. These records shall be subject to inspection, review, or audit by authorized personnel of the WTSC, 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. The Office of the State Auditor, federal auditors, the WTSC, and any duly authorized representatives shall have full access and the right to examine any of these materials during this period.

21.2. 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 this material to any third parties without first giving notice to the furnishing party and giving them 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.

22. RIGHT OF INSPECTION

The SUB-RECIPIENT shall provide right of access to its facilities to the WTSC or any of its officers, or to any other authorized agent or official of the state of Washington or the federal government, at all reasonable times, in order to monitor and evaluate performance, compliance, and/or quality assurance under this Agreement. The SUB-RECIPIENT shall make available information necessary for WTSC to comply with the right to access, amend, and receive an accounting of disclosures of their Personal Information according to the Health Insurance Portability and Accountability Act of 1996 (HIPAA) or any regulations enacted or revised pursuant to the HIPAA provisions and applicable provisions of Washington State law. The SUB-RECIPIENT shall upon request make available to the WTSC and the United States Secretary of the Department of Health and Human Services all internal policies and procedures, books, and records relating to the safeguarding, use, and disclosure of Personal Information obtained or used as a result of this Agreement.

23. RIGHTS IN DATA

23.1. WTSC and SUB-RECIPIENT agree that all data and work products (collectively called "Work Product") pursuant to this Agreement shall be considered works made for hire under the U.S. Copyright Act, 17 USC §101 et seq., and shall be owned by the state of Washington. Work Product includes, but is not limited to, reports, documents, pamphlets, advertisement, books, magazines, surveys, studies, computer programs, films, tapes, sound reproductions, designs, plans, diagrams, drawings, software, and/or databases to the extent provided by law. Ownership includes the right to copyright, register the copyright, distribute, prepare derivative works, publicly perform, publicly display, and the ability to otherwise use and transfer these rights.

23.2. If for any reason the Work Product would not be considered a work made for hire under applicable law, the SUB-RECIPIENT assigns and transfers to WTSC the entire right, title, and interest in and to all rights in the Work Product and any registrations and copyright applications relating thereto and any renewals and extensions thereof.

23.3. The SUB-RECIPIENT may publish, at its own expense, the results of project activities without prior review by the WTSC, provided that any publications (written, visual, or sound) contain acknowledgment of the support provided by NHTSA and the WTSC. Any discovery or invention derived from work performed under this project shall be referred to the WTSC, who will determine through NHTSA whether patent protections will be sought, how any rights will be administered, and other actions required to protect the public interest.

24. SAVINGS

In the event funding from state, federal, or other sources is withdrawn, reduced, or limited in any way after the effective date of this Agreement and prior to completion of the SOW under this Agreement, the WTSC may terminate the Agreement under the "TERMINATION FOR CONVENIENCE" clause, without the 30-day notice requirement. The Agreement is subject to renegotiation at the WTSC's discretion under any new

funding limitations or conditions.

25. SEVERABILITY

If any provision of this Agreement or any provision of any document incorporated by reference shall be held invalid, such invalidity shall not affect the other provisions of this Agreement which can be given effect without the invalid provision, if such remainder conforms to the requirements of applicable law and the fundamental purpose of this Agreement, and to this end the provisions of this Agreement are declared to be severable.

26. SITE SECURITY

While on WTSC premises, the SUB-RECIPIENT, its agents, employees, or sub-contractors shall conform in all respects with all WTSC physical, fire, or other security policies and applicable regulations.

27. TAXES

All payments of payroll taxes, unemployment contributions, any other taxes, insurance, or other such expenses for the SUB- RECIPIENT or its staff shall be the sole responsibility of the SUB-RECIPIENT.

28. TERMINATION FOR CAUSE

If the SUB-RECIPIENT does not fulfill in a timely and proper manner its obligations under this Agreement or violates any of these terms and conditions, the WTSC will give the SUB-RECIPIENT written notice of such failure or violation, and may terminate this Agreement immediately. At the WTSC's discretion, the SUB-RECIPIENT may be given 15 days to correct the violation or failure. In the event that the SUB-RECIPIENT is given the opportunity to correct the violation and the violation is not corrected within the 15-day period, this Agreement may be terminated at the end of that period by written notice of the WTSC.

29. TERMINATION FOR CONVENIENCE

Except as otherwise provided in this Agreement, either party may terminate this Agreement, without cause or reason, with 30 days written notice to the other party. If this Agreement is so terminated, the WTSC shall be liable only for payment required under the terms of this Agreement for services rendered or goods delivered prior to the effective date of termination.

30. TREATMENT OF ASSETS

30.1. Title to all property furnished by the WTSC shall remain property of the WTSC. Title to all property furnished by the SUB- RECIPIENT for the cost of which the SUB-RECIPIENT is entitled to be reimbursed as a direct item of cost under this Agreement shall pass to and vest in the WTSC upon delivery of such property by the SUB-RECIPIENT. Title to other property, the cost of which is reimbursable to the SUB-RECIPIENT under this Agreement, shall pass to and vest in the WTSC upon (i) issuance for use of such property in the performance of this Agreement, or (ii) commencement of use of such property in the performance of this Agreement, or (iii) reimbursement of the cost thereof by the WTSC in whole or in part, whichever first occurs.

30.2. Any property of the WTSC furnished to the SUB-RECIPIENT shall, unless otherwise provided herein

or approved by the WTSC, be used only for the performance of this Agreement.

30.3. The SUB-RECIPIENT shall be responsible for any loss or damage to property of the WTSC which results from the negligence of the SUB-RECIPIENT or which results from the failure on the part of the SUB-RECIPIENT to maintain and administer that property in accordance with sound management practices.

30.4. If any WTSC property is lost, destroyed, or damaged, the SUB-RECIPIENT shall immediately notify the WTSC and shall take all reasonable steps to protect the property from further damage.

30.5. The SUB-RECIPIENT shall surrender to the WTSC all property of the WTSC upon completion, termination, or cancellation of this Agreement.

30.6. All reference to the SUB-RECIPIENT under this clause shall also include SUB-RECIPIENT's employees, agents, or sub- contractors.

31. WAIVER

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.

APPLICABLE CERTIFICATIONS AND ASSURANCES FOR HIGHWAY SAFETY GRANTS (23 CFR PART 1300 APPENDIX A):

32. BUY AMERICA ACT

The SUB-RECIPIENT will comply with the Buy America requirement (23 U.S.C. 313) when purchasing items using federal funds. Buy America requires the SUB-RECIPIENT to purchase only steel, iron, and manufactured products produced in the United States, unless the Secretary of Transportation determines that such domestically produced items would be inconsistent with the public interest, that such materials are not reasonably available and of a satisfactory quality, or that inclusion of domestic materials will increase the cost of the overall project contract by more than 25 percent. In order to use federal funds to purchase foreign produced items, the WTSC must submit a waiver request that provides an adequate basis and justification, and which is approved by the Secretary of Transportation.

33. DEBARMENT AND SUSPENSION

Instructions for Lower Tier Certification

33.1. By signing this Agreement, the SUB-RECIPIENT (hereinafter in this section referred to as the "lower tier participant") is providing the certification set out below and agrees to comply with the requirements of 2 CFR part 180 and 23 CFR part 1200.

33.2. The certification in this section is a material representation of fact upon which reliance was placed when this transaction was entered into. If it is later determined that the 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.

33.3. The lower tier participant shall provide immediate written notice to the WTSC if at any time the lower tier participant learns that its certification was erroneous when submitted or has become erroneous by reason of changed circumstances.

33.4. The terms covered transaction, civil judgement, debarment, suspension, ineligible, participant, person, principal, and voluntarily excluded, as used in this clause, are defined in 2 CFR parts 180 and 1200.

33.5. The lower tier participant agrees by signing this Agreement that it shall not knowingly enter into any lower tier covered transaction with a person who is proposed for debarment under 48 CFR part 9, subpart 9.4, debarred, suspended, declared ineligible, or voluntarily excluded from participation in this covered transaction, unless authorized by WTSC.

33.6. The lower tier participant further agrees by signing this Agreement that it will include the clause titled "Instructions for Lower Tier Certification" including the "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, and will require lower tier participants to comply with 2 CFR part 180 and 23 CFR part 1200.

33.7. 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 48 CFR part 9, subpart 9.4, debarred, suspended, ineligible, or voluntarily excluded from the covered transaction, unless it knows that the certification is erroneous. A participant is responsible for ensuring that its principals are not suspended, debarred, or otherwise ineligible to participate in covered transactions. To verify the eligibility of its principals, as well as the eligibility of any prospective lower tier participants, each participant may, but is not required to, check the System for Award Management Exclusions website (<https://www.sam.gov/>).

33.8. 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 dealings.

33.9. Except for transactions authorized under paragraph 33.5. 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 48 CFR part 9, subpart 9.4, 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 or debarment.

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

33.10. The lower tier participant certifies, by signing this Agreement, that neither it nor its principals are presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation in this transaction by any federal department or agency.

33.11. Where the lower tier participant is unable to certify to any of the statements in this certification, such participant shall attach an explanation to this Agreement.

34. THE DRUG-FREE WORKPLACE ACT OF 1988 (41 U.S.C. 8103)

34.1. The SUB-RECIPIENT shall:

34.1.1. Publish a statement notifying employees that the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in the SUB-RECIPIENT's workplace, and shall specify the actions that will be taken against employees for violation of such prohibition.

34.1.2. Establish a drug-free awareness program to inform employees about the dangers of drug abuse in the workplace; the SUB- RECIPIENT's policy of maintaining a drug-free workplace; any available drug counseling, rehabilitation, and employee assistance programs; and the penalties that may be imposed upon employees for drug violations occurring in the workplace.

34.1.3. Make it a requirement that each employee engaged in the performance of the grant be given a copy of the statement required by paragraph 34.1.1. of this section.

34.1.4. Notify the employee in the statement required by paragraph 34.1.1. of this section that, as a condition of employment under the grant, the employee will abide by the terms of the statement, notify the employer of any criminal drug statute conviction for a violation occurring in the workplace no later than five days after such conviction, and notify the WTSC within 10 days after receiving notice from an employee or otherwise receiving actual notice of such conviction.

34.1.5. Take one of the following actions within 30 days of receiving notice under paragraph 34.1.3. of this section, with respect to any employee who is so convicted: take appropriate personnel action against such an employee, up to and including termination, and/or require such employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by a federal, state, or local health, law enforcement, or other appropriate agency.

34.1.6. Make a good faith effort to continue to maintain a drug-free workplace through implementation of all of the paragraphs above.

35. FEDERAL FUNDING ACCOUNTABILITY AND TRANSPARENCY ACT (FFATA)

In accordance with FFATA, the SUB-RECIPIENT shall, upon request, provide WTSC the names and total

compensation of the five most highly compensated officers of the entity, if the entity in the preceding fiscal year received 80 percent or more of its annual gross revenues in federal awards, received \$25,000,000 or more in annual gross revenues from federal awards, and if the public does not have access to information about the compensation of the senior executives of the entity through periodic reports filed under section 13(a) or 15(d) of the Securities Exchange Act of 1934 or section 6104 of the Internal Revenue Code of 1986.

36. FEDERAL LOBBYING

36.1. The undersigned certifies, to the best of his or her knowledge and belief, that:

36.1.1. No federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any federal contract, the making of any federal grant, the making of any federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any federal contract, grant, loan, or cooperative agreement.

36.1.2. If any funds other than federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this federal contract, grant, loan, or cooperative agreement, the undersigned shall complete and submit Standard Form-LLL, Disclosure Form to Report Lobbying, in accordance with its instructions.

36.1.3. The undersigned shall require that the language of this certification be included in the award documents for all sub- awards at all tiers (including sub-contracts, sub-grants, and contracts under grant, loans, and cooperative agreements), and that all sub- recipients shall certify and disclose accordingly.

36.2. This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by Section 1352, Title 31, U.S. Code. Any person who fails to file the required certification shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

37. FEDERAL NONDISCRIMINATION (Title VI, 42 U.S.C. § 2000d et seq.)

37.1. During the performance of this Agreement, the SUB-RECIPIENT agrees:

37.1.1. To comply with all federal statutes and implementing regulations relating to nondiscrimination ("Federal

Nondiscrimination Authorities"). These include but are not limited to:

37.1.1.1. Title VI of the Civil Rights Act of 1964 (42 U.S.C. 2000d et seq., 78 stat. 252

37.1.1.2. 49 CFR part 21

37.1.1.3. 28 CFR section 50.3

- 37.1.1.4. The Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970
- 37.1.1.5. Federal-Aid Highway Act of 1973, (23 U.S.C. 324 et seq.)
- 37.1.1.6. Section 504 of the Rehabilitation Act of 1973, (29 U.S.C. 794 et seq.)
- 37.1.1.7. The Age Discrimination Act of 1975, as amended, (42 U.S.C. 6101 et seq.)
- 37.1.1.8. The Civil Rights Restoration Act of 1987
- 37.1.1.9. Titles II and III of the Americans with Disabilities Act (42 U.S.C. 12131-12189)

37.1.2. Not to participate directly or indirectly in the discrimination prohibited by any federal non-discrimination law or regulation, as set forth in Appendix B of 49 CFR Part 21 and herein.

37.1.3. To keep and permit access to its books, records, accounts, other sources of information, and its facilities as required by the WTSC, USDOT, or NHTSA in a timely, complete, and accurate way. Additionally, the SUB-RECIPIENT must comply with all other reporting, data collection, and evaluation requirements, as prescribed by law or detailed in program guidance

37.1.4. That, in the event a contractor/funding recipient fails to comply with any nondiscrimination provisions in this contract/funding Agreement, the WTSC will have the right to impose such contract/agreement sanctions as it or NHTSA determine are appropriate, including but not limited to withholding payments to the contractor/funding recipient under the contract/agreement until the contractor/funding recipient complies, and/or cancelling, terminating, or suspending a contract or funding agreement, in whole or in part.

37.1.5. In accordance with the Acts, the Regulations, and other pertinent directives, circulars, policy, memoranda, and/or guidance, the SUB-RECIPIENT hereby gives assurance that it will promptly take any measures necessary to ensure that: "No person in the United States shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity, for which the Recipient receives Federal financial assistance from DOT, including NHTSA".

37.1.6. To insert this clause, including all paragraphs, in every sub-contract and sub-agreement and in every solicitation for a sub- contract or sub-agreement that receives federal funds under this program.

38. POLITICAL ACTIVITY (HATCH ACT)

The SUB-RECIPIENT will comply with provisions of the Hatch Act (5 U.S.C. 1501-1508), which limit the political activities of employees whose principal employment activities are funded in whole or in part with federal funds.

39. PROHIBITION ON USING GRANT FUNDS TO CHECK FOR HELMET USAGE

The SUB-RECIPIENT will not use 23 U.S.C. Chapter 4 grant funds for programs to check helmet usage or to create checkpoints that specifically target motorcyclists. This Agreement does not include any aspects or elements of helmet usage or checkpoints, and so fully complies with this requirement.

40. STATE LOBBYING

None of the funds under this Agreement will be used for any activity specifically designed to urge or influence a state or local legislator to favor or oppose the adoption of any specific legislative proposal pending before any state or local legislative body. Such activities include both direct and indirect (e.g., “grassroots”) lobbying activities, with one exception. This does not preclude a state official whose salary is supported with NHTSA funds from engaging in direct communications with state or local legislative officials, in accordance with customary state practice, even if such communications urge legislative officials to favor or oppose the adoption of a specific pending legislative proposal.

41. CERTIFICATION ON CONFLICT OF INTEREST

GENERAL REQUIREMENTS

41.1. No employee, officer or agent of the SUB-RECIPIENT who is authorized in an official capacity to negotiate, make, accept or approve, or to take part in negotiating, making, accepting or approving any subaward, including contracts or subcontracts, in connection with this grant shall have, directly or indirectly, any financial or personal interest in any such subaward. Such a financial or personal interest would arise when the employee, officer, or agent, any member of his or her immediate family, his or her partner, or an organization which employs or is about to employ any of the parties indicated herein, has a financial or personal interest in or a tangible personal benefit from an entity considered for a subaward.

41.2. Based on this policy:

41.2.1. The SUB-RECIPIENT shall maintain a written code or standards of conduct that provide for disciplinary actions to be applied for violations of such standards by officers, employees, or agents. The code or standards shall provide that the SUB-RECIPIENT’s officers, employees, or agents may neither solicit nor accept gratuities, favors, or anything of monetary value from present or potential sub-awardees, including contractors or parties to subcontracts and establish penalties, sanctions or other disciplinary actions for violations, as permitted by State or local law or regulation.

41.2.2. The SUB-RECIPIENT shall maintain responsibility to enforce the requirements of the written code or standards of conduct.

DISCLOSURE REQUIREMENTS

41.3. No SUB-RECIPIENT, including its officers, employees or agents, shall perform or continue to perform under a grant or cooperative agreement, whose objectivity may be impaired because of any related past, present, or currently planned interest, financial or otherwise, in organizations regulated by NHTSA or in organizations whose interests may be substantially affected by NHTSA activities.

41.3.1. The SUB-RECIPIENT shall disclose any conflict of interest identified as soon as reasonably possible, making an immediate and full disclosure in writing to WTSC. The disclosure shall include a description of the action which the recipient has taken or proposes to take to avoid or mitigate such conflict.

41.3.2. NHTSA will review the disclosure and may require additional relevant information from the recipient. If a conflict of interest is found to exist, NHTSA may (a) terminate the award, or (b) determine



that it is otherwise in the best interest of NHTSA to continue the award and include appropriate provisions to mitigate or avoid such conflict.

41.3.3. Conflicts of interest that require disclosure include all past, present or currently planned organizational, financial, contractual or other interest(s) with an organization regulated by NHTSA or with an organization whose interests may be substantially affected by NHTSA activities, and which are related to this award. The interest(s) that require disclosure include those of any SUB-RECIPIENT, affiliate, proposed consultant, proposed subcontractor and key personnel of any of the above. Past interest shall be limited to within one year of the date of award. Key personnel shall include any person owning more than a 20 percent interest in a SUB-RECIPIENT, and the officers, employees or agents of a recipient who are responsible for making a decision or taking an action under an award where the decision or action can have an economic or other impact on the interests of a regulated or affected organization.

42. DESIGNATED CONTACTS

The following named individuals will serve as designated contacts for each of the parties for all communications, notices, and reimbursements regarding this Agreement:

The Contact for the SUB- RECIPIENT is:

Vincent Hupf
Lieutenant
vhupf@ci.richland.wa.us
509-942-7366

The Contact for WTSC is:

Jerry Noviello
WTSC Program Manager
jnoviello@wtsc.wa.gov
360-725-9897

AUTHORITY TO SIGN

The undersigned acknowledge that they are authorized to execute this Agreement and bind their respective agencies or entities to the obligations set forth herein.

IN WITNESS WHEREOF, the parties have executed this Agreement.

SUB-RECIPIENT:

Signature



Printed Name

Title

Date

WASHINGTON TRAFFIC SAFETY COMMISSION

Name: Jerry Noviello

Title: Program Manager

Date

Draft



COUNCIL AGENDA ITEM COVERSHEET

Council Date: 10/21/2025

Agenda Category: Resolutions - Adoption

Strategic Priority I - High Performance Government

Subject

Resolution No. 2025-131, Supporting Adoption of Amendments to Benton County's Countywide Planning Policies

Department/Office
Development Services

Ordinance/Resolution Number
2025-131

Document Type
Resolution

Recommended Motion

Adopt Resolution No. 2025-131, supporting adoption of amendments to Benton County's countywide planning policies.

Summary

The Washington State Growth Management Act (GMA) requires that cities and counties adopt comprehensive plans. The GMA further requires that counties adopt Countywide Planning Policies (CWPPs) in cooperation with cities located within the county. The CWPPs establish a countywide framework for developing and adopting the county and city comprehensive plans.

The latest version of the CWPP was adopted by Benton County in 2016. Over the past year, planning staff from each of the cities located within Benton County met with county planning staff to review and update the document. The revised CWPP incorporates amendments developed collaboratively through the Benton County Comprehensive Planning Committee to include requirements established by the GMA. The draft document has been reviewed by the Benton County Board of Commissioners (BOCC), and while they support its adoption, the Commission will wait until all the cities have had an opportunity to review and comment before taking final action.

Resolution No. 2025-131 will offer the City's official support for Benton County's proposed amendments to the CWPPs.

Staff recommends adoption of Resolution No. 2025-131.

Fiscal Impact None.

Attachments

1. Resolution No. 2025-131
2. Draft Benton County Countywide Planning Policies

RESOLUTION NO. 2025-131

**A RESOLUTION OF THE CITY OF RICHLAND, WASHINGTON,
SUPPORTING ADOPTION OF AMENDMENTS TO BENTON
COUNTY'S COUNTYWIDE PLANNING POLICIES.**

WHEREAS, the Washington State Growth Management Act (GMA) requires that each county planning under the GMA adopt countywide planning policies in cooperation with the cities located within the county (*see* RCW 36.70A.210); and

WHEREAS, Benton County originally adopted countywide planning policies in 1992; and

WHEREAS, in 2017, Benton County amended its countywide planning policies via Resolution No. 2017-127 and Ordinance No. 581; and

WHEREAS, in 2025, Benton County and the cities located therein reviewed the existing countywide planning policies and suggested revisions to such policies; and

WHEREAS, each city within Benton County has been given an opportunity to review the proposed changes to Benton County's countywide planning policies; and

WHEREAS, once review is complete, the proposed amendments to Benton County's countywide planning policies will be submitted to the Benton County Commission for final action; and

WHEREAS, the proposed amendments update Benton County's various policies to align with recent changes to the GMA in subjects such as affordable housing, low/medium/high income housing allocations, and urban growth areas.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Richland that the City of Richland supports Benton County's adoption of the proposed updated countywide planning policies.

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 21st day of October, 2025.

Theresa Richardson, Mayor

Attest:

Approved as to Form:

Jennifer Rogers, City Clerk

Heather Kintzley, City Attorney

ORDINANCE NO. _____

AN ORDINANCE relating to county planning; adopting updated Benton County Countywide Planning Policies.

BE IT ORDAINED BY THE BOARD OF COUNTY COMMISSIONERS OF BENTON COUNTY, WASHINGTON:

Section 1. The following new section is hereby made part of Title 16 of the Benton County Code but will not be codified.

COUNTYWIDE PLANNING POLICIES. The attached Countywide Planning Policies are hereby adopted pursuant to RCW 36.70A.210 as the countywide planning policies for Benton County and the cities therein.

Section 2. Severability. If any provision of this ordinance is declared unconstitutional, or the applicability thereof to any person or circumstance is held invalid, the constitutionality of the remainder of the ordinance and the applicability thereof to other persons and circumstances shall not be affected thereby.

Section 3. Effective Date. This ordinance shall take effect and be in full force upon its passage and adoption.

ADOPTED AND PASSED this _____ day of _____ 2025.

Chairman of the Board.

Chairman Pro-Tem.

Member.

Approved as to Form:

Constituting the Board of
County Commissioners of
Benton County, Washington

Deputy Prosecuting Attorney

Attest: _____
Clerk of the Board

Exhibit A

INTRODUCTION AND OVERVIEW:

The Washington State Growth Management Act (GMA) requires that cities and counties adopt comprehensive plans. The GMA further requires that counties adopt Countywide Planning Policies (CWPPs), in cooperation with the cities located in whole or in part within the county. CWPPs establish a countywide framework for developing and adopting county and city comprehensive plans. The role of the CWPP is to coordinate comprehensive plans of jurisdictions in the same county for regional issues or issues affecting common borders (RCW 36.70A.100). Under state law, RCW 36.70A.210(1) describes the relationship between comprehensive plans and CWPPs. It states:

a 'countywide planning policy' is a written policy statement or statements used solely for establishing a countywide framework from which county and city comprehensive plans are developed and adopted pursuant to this chapter. This framework shall ensure that city and county comprehensive plans are consistent as required in RCW 36.70A.100. Nothing in this section shall be construed to alter the land use powers of the cities.

In order to achieve the objectives above, and to ensure that regional planning efforts and governmental actions are consistent with current legal requirements and information, these updated Benton County CWPPs are proposed. The updates were made through a collaborative process with the County and the cities.

HISTORY:

In 1991, one year after the Washington State Legislature enacted the Growth Management Act (GMA), the GMA was amended to require that Countywide Planning Policies (CWPPs) be adopted within those counties subject to the GMA. The first Benton County Countywide Planning Policies were adopted on September 28, 1992.

AMENDMENTS AND ADOPTION:

In the years since the last CWPPs were adopted in Benton County, the GMA has evolved through amendments and judicial interpretations provided by the GMA and the courts. The updated CWPPs attempt to provide procedures for County and city/town coordination to address the latest set of requirements.

The GMA does not specifically address amendments to the CWPPs; however, it has become apparent that the Benton County CWPPs should be updated to better address countywide planning concerns and coordination between jurisdictions in the County. A public hearing was held by the Benton County Planning Commission on **month and day**, 20XX.

Benton County is the lead agency for this proposal and has determined that it does not have a significant adverse impact on the environment and a SEPA Determination of Non Significance was issued on **month and day**, 20XX.

In order to comply with GMA requirements and the adoption/amendment procedures identified below, all jurisdictions in Benton County must agree to the adoption of the revised CWPPs. This process will involve the planning departments, planning commissions, and elected representatives of each jurisdiction. In order to facilitate this process, Benton County, in consultation with the cities, has developed the following adoption/ratification process for the draft CWPPs:

1. Benton County Planning Commission recommendation on proposed CWPPs.
2. The Benton County Board of Commissioners (BOCC) adopts a resolution agreeing in principle to the proposed CWPPs, but acknowledging that changes may need to be made based on input from each jurisdiction. The BOCC's resolution will contain a statement requiring that each jurisdiction ratify the CWPPs adopted by Benton County and will lay out a schedule for future approval steps.
3. CWPPs approved by Benton County BOCC reviewed by each jurisdiction's Planning Commission.
4. The elected body of each jurisdiction passes a resolution which states that the jurisdiction either: (a) supports the CWPPs in their entirety, (b) rejects the CWPPs in their entirety, or (c) supports the CWPPs with specific changes.
5. If specific changes are identified by a jurisdiction in step four, the Benton County Planning Department and Planning Commission may amend the CWPPs and attempt to reconcile any conflicting changes.
6. The Benton County BOCC adopts, by ordinance, the final CWPPs.

SECTION 1. Countywide planning policy is a written policy statement or statements used solely for establishing a countywide framework from which County and City comprehensive plans are developed and adopted. This framework is designed to ensure that City and County comprehensive plans are consistent with statewide planning policies.

The Growth Management Act requires counties planning under the GMA to adopt a countywide planning policy in cooperation with the cities located in the county. The countywide planning policy is to be a written policy statement or statements used solely for establishing a countywide framework from which county and city comprehensive plans are developed and adopted pursuant to this [GMA] chapter." The purpose for the Benton County Countywide Planning Policies is to meet this requirement of the GMA

Section 2: How to Read Countywide Planning Policies

The policies within the Countywide Planning Policies (CPPs) have equal importance, and each one should be understood in the context of the entire document. The CPPs specify how directive a policy should be. Many of the policies utilize one of three different words to do this; shall, should, and may and are defined as follows:

- "Shall" means implementation of the policy is mandatory and

imparts a higher degree of substantive direction than "should." "Shall" is used for policies that repeat State of Washington requirements or where the intent is to mandate action. However, "shall" cannot be used when it is largely a subjective determination of whether a policy's objective has been met.

- "Should" means implementation of the policy is expected, but its completion is not mandatory. The policy is directive with substantive meaning, although to a lesser degree than "shall" for two reasons. (1) "Should" policies recognize the policy might not be applicable or appropriate for all municipalities due to special circumstances. The decision to not implement a "should" policy is appropriate only if the implementation of the policy is either inappropriate or not feasible. (2) Some "should" policies are subjective; hence, it is not possible to demonstrate that a jurisdiction has implemented them.
- "May" means the actions described in the policy are either advisable or are allowed. "May" gives permission and implies a preference. Because "may" does not have a directive meaning, there is no expectation that the described action will be implemented.

SECTION 2. POLICIES TO IMPLEMENT RCW 36.70A.020;

Policy #1: The Comprehensive Plans of Benton County and each of the cities therein shall be prepared and adopted with the objective of facilitating economic prosperity by accommodating growth consistent with the following:

1. Urban Growth Areas: Encourage development in urban areas where adequate public facilities exist or can be provided in a cost-efficient manner consistent with RCW 36.70A.115 & WAC 365-196-325.
2. Reduce Sprawl: Reduce the inappropriate conversion of undeveloped land into low density development lacking adequate services, injurious to ground and surface water quality, destructive to the area's agricultural lands base and less than cost effective relative to public service costs.
3. Transportation. Encourage efficient multi-modal transportation systems that may reduce greenhouse gas emissions and per capita vehicle miles traveled and are based on regional priorities and coordinated with county and city comprehensive plans subject to RCW 36.70A.070 (6) (b) and RCW.70A.070 (6) (a) and WAC 365.196-840.
4. Housing. Plan for and accommodate housing affordable for the range of low to moderate income households and other income levels defined as follows in WAC 365-196-410 (2) (3) (i) (c, RCW 36.70A.536, and RCW 36.70.030 of the County population within the cities and unincorporated Benton County, and consistent with the County/cities developed housing allocation plan. Promote a variety of residential densities and housing types and encourage preservation of existing housing stock in concert with RCW 36.70A.635 and RCW 36.70A.680.
5. Economic development. Encourage economic development throughout the County and cities that is consistent with adopted comprehensive plans. Promote economic opportunity for all citizens, especially

for unemployed and for disadvantaged persons. Promote the retention and expansion of existing businesses and recruitment of new businesses, recognize regional differences impacting economic development opportunities, and encourage growth in areas experiencing insufficient economic growth, all within the capacities of the County's natural resources, public services, and public facilities subject to RCW 36.70A.020(5). Countywide planning policies are required to include consideration of commercial and industrial facilities.

46. Property rights. Private property rights shall not be taken for public use without just compensation having been made, consistent with the Washington State Constitution, Section 16. The property rights of landowners shall be protected from arbitrary and discriminatory actions.

57. Permits. Maintain a permit review process that provides for integrated and consolidated review and are processed in a timely and fair manner to ensure predictability.

68. Rural and Resource Lands. Maintain and encourage natural resource-based industries, including agricultural, fisheries and mineral industries subject to RCW 36.70A.170 and RCW 36.70A.030(36). Encourage the conservation and improvement of productive agricultural lands and discourage incompatible uses.

79. Open space¹ and recreation. Encourage the retention of open space and the development of recreational opportunities, enhance fish and wildlife habitat and increase access to natural resource lands and water.

810. Environment. Protect and enhance the environment and enhance the region's high quality of life, including air and water quality and the availability of water.

911. Citizen participation and coordination. Encourage the involvement of all citizens in the planning process and ensure coordination between communities and jurisdictions to reconcile conflicts.

1012. Public Capital facilities and Essential Public Facilities. Ensure that those public facilities and services necessary to support development shall be adequate to serve development at the time the development is available for occupancy and use without decreasing current service levels below locally established minimum standards. With the exception of water, sewer, and local access streets, which shall be available at the time of occupancy, the term "adequate" shall be defined as either available at the time of occupancy, or shown on the current Capital Improvement Plan (CIP), as a funded project within six years subject to RCW 36.70A.210 (3)(c), RCW 36.70A.200, RCW 36.70A.130, and WAC 365-196-415.

1113. Cultural and historic resources protection and preservation. Identify, preserve, and protect historic, cultural, and archaeological resources in collaboration with federally recognized Indian tribes and applicable federal, state and local agencies through land protection, avoidance, mitigation and other related strategies.

¹ Per RCW 36.70A.160, "Open Space" is defined as lands useful for recreation, wildlife habitat, trails, and connection of critical areas.

14. Climate change and resiliency. Ensure that comprehensive plans, development regulations, and regional policies, plans, and strategies under RCW 36.70A.210 and chapter 47.80 RCW adapt to and mitigate the effects of a changing climate; support reductions in greenhouse gas emissions and per capita vehicle miles traveled; prepare for climate impact scenarios; foster resiliency to climate impacts and natural hazards; protect and enhance environmental, economic, and human health and safety; and advance environmental justice.

15. Shorelines of the state. For shorelines of the state, the goals and policies of the shoreline management act as set forth in RCW 90.58.020 shall be considered an element of the county and city comprehensive plans.

SECTION 3. POLICIES FOR PROMOTION OF CONTIGUOUS AND ORDERLY DEVELOPMENT AND THE PROVISION OF URBAN SERVICES TO SUCH DEVELOPMENT;

Policy #2: The County, in consultation with the cities, shall allocate future projected populations to support comprehensive plan amendments and updates using the latest population projections published by the Washington State Office of Financial Management (OFM). Allocation of future populations shall be based on the OFM data and projection ranges (Low, Medium and High) but also consider recent year housing and development trends, land capacity analysis and other related information identified in RCW 36.70A.070 (2) (c).

Policy #3: Locating Urban Growth Areas within the County shall be accomplished using accepted planning practices which provide sufficient land and service capacity, up to the determined need, to meet projected populations at urban densities and service standards within the Cities, and urban densities for those portions of the County located within the urban growth areas.

If, during the County's review of UGA areas with Cities or during the County's annual amendment process, the County determines that revision of the urban growth areas are not required to accommodate the urban growth projected to occur in the county for the succeeding 20-year period, but does determine that patterns of development have created pressure in areas that exceed available, developable lands within the urban growth area, the urban growth area or areas may be revised (UGA swaps) to accommodate identified patterns of development and likely future development pressure for the succeeding 20-year period if the following requirements per RCW 26.70A.110 (8) (or as amended) (*annual amendment process*) or RCW 36.70A.130 (3) (c) (or as amended) (*periodic update process*) are met:

- The revised urban growth area may not result in an increase in the total surface areas of the urban growth area or areas
- The areas added to the urban growth area are not or have not been designated as agricultural, forest, or mineral resource lands of long-term commercial significance
- If the areas added to the urban growth area have previously been designated as agricultural, forest, or mineral resource lands of long-term commercial significance, either an equivalent amount of agricultural, forest, or mineral resource lands of long-term commercial significance must be

added to the area outside of the urban growth area, or the county must wait a minimum of two years before another swap may occur (**annual amendment process only**)

- Less than 15 percent of the areas added to the urban growth area are critical areas
- The areas added to the urban growth areas are suitable for urban growth
- The transportation element and capital facility plan element have identified the transportation facilities, and public facilities and services needed to serve the urban growth area and the funding to provide the transportation facilities and public facilities and services
- The urban growth area is not larger than needed to accommodate the growth planned for the succeeding 20-year planning period and a reasonable land market supply factor (**periodic update process only**)
- The areas removed from the urban growth area do not include urban growth or urban densities
- The revised urban growth area is contiguous, does not include holes or gaps, and will not increase pressures to urbanize rural or natural resource lands
- The county's proposed urban growth area revision has been reviewed according to the process and procedure in the countywide planning policies adopted and approved according to RCW 36.70A.210 (**annual amendment process only**)

Policy #4: Urban Growth Areas for each City shall be based upon official and accepted population projections for a minimum of 20 years (see also policy #2). The gross undeveloped and underdeveloped acreage within the city limits and the Urban Growth Area shall be sufficient to meet all the land requirements, for the following: community and essential public facilities, population projection, commercial and industrial activities, employment projections, infill and to prevent inflation of land cost due to a limited land supply.

- a. The jurisdictions within the county shall use a uniform formula for identifying the land area necessary per capita for each community. Each jurisdiction's population projection shall be multiplied by its gross per capita land area requirement, which in the aggregate will define total land needs within the Urban Growth Area (UGA).

The uniform formula is as follows:

$A + B + C + D + E + F + G + H + I + J + K = \text{acreage/per capita (or acreage per dwelling unit if per capita is divided by average household size)}$ where:

- A = residential land per capita; (or DU)
- B = parks and recreational area per capita;
- C = area required for public facilities (fire stations, jails, etc.,) per capita;
- D = area required for schools per capita;
- E = commercial area per capita, or per employee;
- F = industrial/manufacturing area per capita;
- G = open space (golf courses, etc.) per capita;
- H = public service lands required for transportation network, easements and R.O.W.s per DU;
- I* = use 70% build-out for all residential lands;
- J = add 25% to the total of A Through I for land

supply/demand balance;
K = land credit for undevelopable lands i.e. Critical Areas including steep slopes, wetlands, habitat, etc. within the UGA.

* The same factor should be used for all jurisdictions.

Policy #5 : Within the urban growth area, urban uses shall be concentrated in and adjacent to existing urban services or where they are shown on a Capital Improvement Plan to be available within 6 years.

Policy #6: Cities will limit the extension of service district boundaries and water and sewer infrastructure to areas within each jurisdiction's urban growth area contained in their adopted Comprehensive Plan. Utility plans should attempt to reflect possible needs for a minimum of 20 years.

Policy #7: Within each Comprehensive Plan, the Land Use Plan for urban growth areas shall designate urban densities and indicate the general locations of greenbelt and critical areas.

Policy #8: Consider other variables, such as existing unused service infrastructure. Also, avoid placing an urban growth line into an area of designated resource lands.

Policy #9: Appropriate lands for urban growth expansion are typically those unincorporated lands with existing service infrastructure adjacent to corporate limits.

Policy #10: All policies within each jurisdiction's Comprehensive Plans shall be modified to be consistent with adopted Countywide Policies.

SECTION 4. POLICIES FOR SITING PUBLIC FACILITIES OF A COUNTYWIDE OR STATEWIDE NATURE;

Policy #11: The County and Cities shall develop a cooperative regional process, including public participation (see Policy #1, item 11), to site essential public facilities of regional and statewide importance. The objective of the process shall be to ensure that such facilities are located with appropriate provisions that protect environmental quality, optimize access and usefulness to all jurisdictions, and equitably distribute economic benefits/burdens throughout the region or county.

At the Countywide and multi-county level, the following action should be accomplished:

- a. Develop a uniform siting procedure which enables selection of optimum project sites and appropriate size and scale relative to intended benefit area.

Policy #12: Support the existing solid waste program that promotes and maintains a high level of public health and safety, protects the natural and human environment of Benton County and encourages public involvement in the planning process.

Policy #13: Encourage and expand coordination and communication among all jurisdictions and solid waste agencies/firms in Benton and Franklin Counties in order to develop consistent and cost-effective programs that avoid duplication of effort and gaps in

program activities.

- a. Utilize the existing Benton-Franklin Solid Waste Advisory Committee.

SECTION 5. POLICIES FOR COUNTYWIDE TRANSPORTATION FACILITIES AND STRATEGIES;

Policy #14: Maintain active County-City participation in the Regional Transportation Planning Organization in order to facilitate City, County, and State coordination in planning regional transportation facilities and infrastructure improvements to serve essential public facilities including Port District facilities and properties subject to RCW 47.80.030.

SECTION 6. POLICIES THAT CONSIDER THE NEED FOR AFFORDABLE HOUSING, SUCH AS HOUSING FOR ALL ECONOMIC SEGMENTS OF THE POPULATION AND PARAMETERS FOR ITS DISTRIBUTION;

Policy #15: The County and Cities shall work together to provide housing for all economic segments of the population within the cities and unincorporated Benton County (RCW 36.70A.070 (2) (c) (d)). All jurisdictions shall seek to create the conditions necessary for the construction of middle,² accessory dwelling units (ADU) and other housing, at the appropriate densities within the cities and County, including UGAs. The following actions should be accomplished:

- a. Jointly quantify and project total Countywide housing need by income level and housing type (i.e. rental, ownership, senior, farm worker housing, group housing.)
- b. Allocate the Countywide housing need through developing and updating a housing allocation plan that provides housing allocations to each jurisdiction and develop and update housing elements for each jurisdiction to address how to meet each jurisdiction's individual allocation of the projected Countywide need.
- c. Accommodate moderate, low, very low, and extremely low-income households within unincorporated areas of the County and cities according to the housing allocation plan.
- d. Conduct an inventory and analysis of existing and projected housing needs by income band, consistent with each jurisdiction's share of the determined Countywide housing need.
- e. Provide for the preservation, improvement and development of housing.
- f. Provide moderate density housing options within urban growth area boundaries, including range of middle housing types.

SECTION 7. POLICIES FOR JOINT COUNTY AND CITY PLANNING WITHIN URBAN GROWTH AREAS;

Policy #16: Urban growth areas may include territory located outside of a city if such territory may be characterized by urban

² Middle housing is a range of housing types, from duplexes to sixplexes, townhomes, courtyard apartments and cottage housing, intended to be compatible with single-family neighborhoods.

growth or is adjacent to territory already characterized by urban growth. Within urban growth areas, only urban development may occur. For the purposes of locating urban growth areas, and permitting new development within them, "Urban" is defined as:

- a. Having dedicated and improved (surfaced) streets, with dimension, design and construction standards for new development determined by "joint city/county standards" and;
- b. For new development, road, street and intersection right-of-way widths located and sized to accommodate projected local and regional average daily traffic (ADT) as determined by each jurisdictions Land Use Plan Transportation Element and, where relevant, projections of the Benton Franklin Council of Governments.

Policy #17: To encourage logical expansions of corporate boundaries into urban growth areas, and to enable the most cost efficient expenditure of public funds for the provision of urban services into newly annexed areas. The County and each City may jointly develop and implement development, land division and building standards, and coordinated permit procedures for the review and permitting of new subdivisions within Urban Growth Areas.

- a. Joint development standards may be adopted by all jurisdictions. Standards may vary between the County and various incorporated jurisdictions.

SECTION 8. POLICIES FOR COUNTYWIDE ECONOMIC DEVELOPMENT AND EMPLOYMENT;

Policy #18: Comprehensive Plans shall jointly and individually support the County and region's economic prosperity in order to promote employment and economic opportunity for all citizens consistent with the protection of public health, safety, welfare, and the use of natural resources on a long-term sustainable basis, the ability of service capacity to accommodate demands, and the expressed desires of each community,.

Policy #19: The County and Cities have historically partnered with each other as well as with other organizations to achieve economic development throughout the region. The County and Cities intend to continue to actively pursue mutually beneficial partnerships that promote growth in all sectors of business and industry, including but not limited to: areas of agriculture, agri-business, industrial, commercial, public schools, recreation and tourism. Key strategies will include promoting family wage jobs, increasing income and reducing poverty, increase business formation, expansion and retention, and creating jobs and financial investment to improve the economic conditions within our communities.

- a. An economic development element should be integrated into the comprehensive plan of each jurisdiction, with particular attention being given to coordination with the land use and capital facility elements. The economic development element should establish goals and policies for each jurisdiction; actively promote employment opportunities for family-wage jobs; support the retention and expansion of businesses and industry in Benton County; support development of public schools; encourage the development of tourist-related

- businesses, including those that capitalize on area agricultural and other resources.
- b. Comprehensive Plans should foster and promote a natural environment that conserves resources and contributes to economic growth and prosperity, and a business environment that offers diverse economic opportunities for businesses of all types and sizes in the region.
 - c. The County and Cities should encourage public and private agency cooperation and participation in the comprehensive planning process. These agencies should cooperatively evaluate trends and opportunities to identify strategies meeting long-term economic needs for the County and Cities.
 - d. The County and Cities agree that Benton County may establish economic development strategies and implementation criteria for siting major industrial and resource-based development within rural areas of the County in accordance with RCW 36.70A.365.
 - e. The provision of utilities and other supporting urban governmental services to commercial and industrial areas should be coordinated and assigned a high priority by utility purveyors and service providers.
 - f. Subject to funding availability, a Countywide land use inventory may be developed and periodically updated to monitor commercial and industrial land supply and future needs, and support adjustments in land use designations, as applicable.

SECTION 9. AN ANALYSIS OF THE FISCAL IMPACT.

Policy #20: Capital Improvement Plans and Land Use Plans, shall conduct fiscal analyses as identified in RCW 36.70A.070 (3) (4) which identify and refine the most cost effective use of regional and local public services. This should be accomplished through actions including the following:

- a. City's six year CIPs for transportation and utility (stormwater, wastewater, water, and broadband) infrastructure sized to accommodate build-out of service areas within the 20-year urban growth area, at a minimum.
- b. Construction design and placement standards for roads, intersections and streets (with provisions for storm water conveyance), sewer, water and lighting infrastructure, should be determined based upon an analysis which identifies the lowest public expenditure over extended periods of time. Utilities should be incorporated into such analyses.
- c. Build out scenarios should be factored into school, fire/emergency medical services (EMS) and police service demand projections.

SECTION 10. Coordination with Tribal Governments

Benton County and cities will coordinate with area tribal governments in accordance with RCW 36.70A.210(4) and RCW 36.70A.

(3) (i) tied to the Washington Growth Management Act.

SECTION 10. AMENDING POLICIES.

Policy #22: This document is a tool that will provide the necessary guidance to achieve consistency during the updating of comprehensive plans for the county and the cities/towns consistent with the GMA.

The County Commissioners will review the policies and cause a final proposal to be transmitted to the cities for ratification and ultimately back to the Board of Commissioners for final action. The County Wide Planning Policies will be considered adopted when ratified by the cities and approved by the Board of Commissioners. Cities agree to take action within 45 days of the transmittal of the proposal and to submit resolutions of ratification to the county to document the action taken by the city.

The Board of Commissioners agrees to adopt the ratified policies without modification upon receipt of notice that at least three cities have acted affirmatively. The Commissioners will consider possible modifications to these policies if ratification is not accomplished.

Future amendments to the County Wide Planning Policies may be considered when proposed by the County or a City.



COUNCIL AGENDA ITEM COVERSHEET

Council Date: 10/21/2025

Agenda Category: Resolutions - Adoption

Strategic Priority I - High Performance Government

Subject

Resolution No. 2025-132, Authorizing an Interlocal Agreement with Benton County and the Cities of Benton City, Kennewick, Prosser and West Richland regarding Solid Waste Management

Department/Office

Public Works

Ordinance/Resolution Number

2025-132

Document Type

Resolution

Recommended Motion

Adopt Resolution No. 2025-132, authorizing the City Manager to sign and execute an interlocal agreement with Benton County and the cities of Benton City, Kennewick, Prosser and West Richland regarding solid waste management.

Summary

Chapters 70.95 and 70.105 of the Revised Code of Washington (RCW) requires counties and the cities within the county to prepare and implement a coordinated, comprehensive solid and hazardous waste management plan. Benton County and the cities of Benton City, Kennewick, Richland, Prosser, and West Richland (the "Parties") recognize this requirement, and have jointly developed the Benton County Comprehensive Solid Waste Plan (the "Plan") with public involvement.

Through a separate action, the Parties adopted the Plan, thereby fulfilling their jurisdictional obligations under Washington law. The Parties now wish to enter into a cooperative effort to administer, plan, and implement the recommendations contained in the adopted Plan.

Acting as the Lead Agency, Benton County will manage, track, and provide custody for this agreement. Richland's financial obligations to participate in the Plan will be funded through the City's Solid Waste Utility. This agreement is a renewal of the existing agreement previously authorized by Richland City Council through adoption of Resolution No. 2023-151 on October 3, 2023.

Staff recommends adoption of Resolution No. 2025-132.

Fiscal Impact

The proposed interlocal agreement with Benton County is a renewed agreement of an existing program. As such, the funding to fulfill this agreement is budgeted within the Solid Waste operating budget each year. There is sufficient funding available for this interlocal agreement.

Attachments

1. Resolution No. 2025-132
2. Proposed Interlocal Agreement for 2025-2027 Solid Waste Program

RESOLUTION NO. 2025-132

**A RESOLUTION OF THE CITY OF RICHLAND, WASHINGTON,
AUTHORIZING AN INTERLOCAL AGREEMENT WITH BENTON
COUNTY AND THE CITIES OF BENTON CITY, KENNEWICK,
PROSSER AND WEST RICHLAND REGARDING SOLID WASTE
MANAGEMENT.**

WHEREAS, Benton County and the cities of Benton City, Kennewick, Richland, Prosser and West Richland (the “Parties”) recognize the requirement to prepare and implement solid and hazardous waste plans under Ch. 70.95 RCW and Ch. 70.105 RCW; and

WHEREAS, the Parties have developed the Benton County Comprehensive Solid Waste Plan with public involvement; and

WHEREAS, through a separate action, the Parties adopted the Benton County Comprehensive Solid Waste Plan, thereby fulfilling their jurisdictional obligations under Ch. 70.95 RCW and Ch. 70.105 RCW; and

WHEREAS, the Parties wish to enter into a cooperative effort to administer, plan and implement the recommendations contained in the adopted Benton County Comprehensive Solid Waste Plan; and

WHEREAS, acting as Lead Agency, Benton County will manage, track and provide custody for this Agreement; and

WHEREAS, the City’s financial obligations to participate in the program will be funded through the City’s solid waste utility.

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 interlocal agreement with Benton County and the cities of Benton City, Kennewick, Prosser and West Richland regarding Solid Waste Management.

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 21st day of October, 2025.

Theresa Richardson, Mayor

Attest:

Approved as to Form:

Jennifer Rogers, City Clerk

Heather Kintzley, City Attorney

INTER-LOCAL AGREEMENT
REGARDING SOLID WASTE MANAGEMENT
BENTON COUNTY

This Agreement addresses City-County joint participation in the countywide Solid Waste Plan and joins public agencies to exercise their powers, thereby maximizing their ability to provide services and facilities which will best fulfill the needs of the community as a whole, and is made and entered into effective date of full execution, by and between Benton County, a political subdivision of the State of Washington, hereafter referred to as the Lead Agency, and the cities of Benton City, Kennewick, Richland, Prosser, and West Richland, political subdivisions of the State of Washington, and hereafter referred to as Participating Jurisdictions. The Participating Jurisdictions and Lead Agency may be referred to herein collectively as the Parties.

I. RECITALS

WHEREAS, the parties hereto recognize the requirement to prepare and implement solid and hazardous waste plans under RCW Chapter 70.95 and RCW Chapter 70.105, and

WHEREAS, the parties have developed the Benton County Comprehensive Solid Waste Plan with public involvement; and

WHEREAS, the parties have adopted the Benton County Comprehensive Solid Waste Plan fulfilling their jurisdictional requirements under RCW Chapter 70.95 and RCW Chapter 70.105; and

WHEREAS, the parties hereto wish to enter into a cooperative effort to administer, plan, and implement the recommendations contained within the adopted Benton County Comprehensive Solid Waste Plan; and

WHEREAS, the Solid Waste Advisory Committee advises the Board of County Commissioners with respect to developing plans and policies for solid waste management in Benton County, each Participating Jurisdiction and Lead Agency recognizes that all members of the Solid Waste Advisory Committee shall have one (1) equal vote; and

WHEREAS, the Lead Agency will manage, track, and provide custody for this Agreement, and

WHEREAS, the undersigned signatories of this Agreement are duly authorized to enter into the same by properly adopted resolutions,

NOW THEREFORE, in consideration of the foregoing recitals and the mutual agreements and covenants herein contained, the parties agree as follows:

II. AGREEMENTS

A. AUTHORITIES

The parties to this Agreement have and possess, both jointly and severally, the primary responsibility for effective solid and hazardous waste management, planning and implementation under RCW Chapters 70.95 and 70.105. Under RCW Chapter 39.34, the Inter-local Cooperation Act, local governments are authorized to cooperate to provide themselves with services of the nature herein agreed to.

B. PURPOSE

This Agreement is entered into pursuant to RCW Chapter 39.34 for the purpose of cooperative management of solid waste within Benton County. It is the intent of the parties to work cooperatively in implementing and managing a comprehensive solid waste management plan pursuant of RCW Chapters 70.95 and 70.105 that is viable and economically responsible to their citizens. Specifically, this Agreement will provide for the administration, planning and operations of the adopted Benton County Comprehensive Solid Waste Management Program.

C. DEFINITIONS

For the purpose of this Agreement, the following definitions shall apply:

‘Fair Share’ - the amount owed by each of the Parties, based upon April 1 population figures for the given year supplied by the Washington State Office of Financial Management (OFM), and the corresponding population percentage applied to the Solid Waste Program Budget.

‘Solid Waste Advisory Committee’ (SWAC) - a committee, formed pursuant to RCW 70.95.165, comprised of no more than twelve (12) members representing a balance of interests, pursuant to state statutes. Said committee shall contain one representative of each of the Parties. Each Party shall nominate its representative to the SWAC to the Lead Agency, to be approved by the Board of County Commissioners. The SWAC shall review Solid Waste Program budget and activities and make recommendations to the Benton County Commissioners.

‘Lead Agency’ - Benton County, a political subdivision of the State of Washington. The Lead Agency will administer, plan, and implement the Plan and Solid Waste Program.

‘Participating Jurisdictions’ - any City who has entered into the County-wide Solid Waste Inter-Local Agreement with the Lead Agency and who has agreed to mutually support and financially contribute to the administration, planning, and implementation of the Plan.

‘Parties’ - the collective term for all Participating Jurisdictions and Lead Agency.

‘Plan’ - the Benton County Comprehensive Solid Waste Management Plan, as the same exists now or may hereafter be amended.

‘Routine Operating Agreement’ (ROA) - an agreement that is established for the purpose of accomplishing a task set forth by the Parties and is funded within the Solid Waste Program Budget.

‘Solid Waste Advisory Committee Members Bylaws’ - the bylaws the same as now exist or may hereafter be amended.

‘Solid Waste Program Budget’ - the annual Countywide Solid Waste Budget, as prepared by Benton County and accepted by the SWAC, that appropriates funds to Routine Operating Agreements and administrative functions that meet specific requirements in RCW 70.95 and/or accomplishes goals as set forth in the Plan.

‘Task’ - a project, program, activity, etc., that is annually funded from the Solid Waste Program Budget. All tasks are approved by the SWAC as needed and shall meet the recommendations set forth in the Plan.

‘Task Manager’ is designated to lead and manage a Task per the ROA.

D. LOCAL ADOPTION OF PLAN

Under the authority of RCW 70.95.080, each Participating Jurisdiction elected to enter into this agreement with the County pursuant to those jurisdictions that participated in preparing and adopting the joint City-County Plan.

E. PLAN IMPLEMENTATION

Pursuant to RCW 70.95.080 and RCW 70.105.220, the Participating Jurisdictions and Lead Agency jointly prepared the Plan in accordance with “Guidelines for the Development of Local Solid Waste Plans and Plan Revisions” (*i.e.*, Department of Ecology (WDoE) Publication No. 90-11) and will implement the Plan’s recommendations, as approved by the Department of Ecology pursuant to RCW 70.95.094.

F. BENTON COUNTY SOLID WASTE ADVISORY COMMITTEE

The Parties hereto recognize and support the SWAC as an advisory board created under authority of RCW 70.95.165. The SWAC is an ongoing advisory committee. The

SWAC is the focal point of the public involvement effort used in the planning, development and implementation of the Plan. The SWAC also provides advice to the Parties on solid and hazardous waste issues and assists the Parties in developing solid waste ordinances, rules, guidelines, and policies prior to their adoption.

G. REGIONAL PLANNING AREA

The Parties hereto recognize the geographical planning area covered by this Agreement to be the incorporated areas of the Participating Jurisdictions and the unincorporated area of Benton County. The Hanford Nuclear Reservation is exempted from the Plan and this Inter-local Agreement.

H. ROUTINE OPERATING AGREEMENT IMPLEMENTATION

Two months prior to the biennial Solid Waste Program Budget workshop, all task managers are required to submit their ROA. As a minimum, an ROA will include: 1) Task Introduction Statement; 2) Task Scope of Work; 3) Task Responsibilities; 4) Annual Task Cost; and 5) Quality Control. Eligibility of an ROA request is based on task cost and meeting recommendations set forth in the Plan. The ROA request should include both activities undertaken by the Participating Jurisdiction submitting the ROA and any activities that the Participating Jurisdiction believes the Lead Agency should implement on a countywide basis. The SWAC shall recommend that a request be advanced to the Board of County Commissioners on a 2/3 majority of those members present.

I. SOLID WASTE PROGRAM BUDGET

The Parties agree to mutually and financially support the administration, planning, and operations of the Plan recommendations or as specified in RCW 70.95. The Lead Agency shall prepare a Solid Waste Program Budget each year for the upcoming budget year. The budget will also include Routine Operating Agreements that provide information on projects funded by the annual budget.

J. FAIR SHARE

The Parties agree to pay a Fair Share of the administration, planning and operation of the Solid Waste Program, as determined and voted-on by the SWAC and approved by the Benton County Commissioners. Said Fair Share shall be a percentage of all program costs that are not covered by Local Solid Waste Financial Aid Funds, share percentages to be updated each April of the Agreement, being based on the most recent population figures as supplied by the Washington State OFM. The Parties agree to remit their fee to the Lead Agency within sixty (60) days of receiving an invoice from the Lead Agency. The Lead Agency's fair share shall be based on the population for the unincorporated areas of the County.

K. DISBURSEMENT OF ASSETS AND DEBTS

If this Agreement is terminated, all Parties to this Agreement shall determine the disbursement of any outstanding debts and the allocation of any assets. If the Parties cannot agree to the disbursement of any outstanding debts and the allocation of any assets, the issues are to be submitted for arbitration, pursuant to state law, RCW 7.04 *et seq.* The Lead Agency and the contesting jurisdiction agree that such arbitration shall be conducted before one (1) disinterested arbitrator.

L. DURATION

This Agreement shall commence on the date set forth above and will continue in effect to December 31, 2027, or until superseded by another Interlocal Agreement. As stipulated within RCW 70.95.110(1), each Plan shall be maintained in a current condition and reviewed and revised periodically as may be required by the WDoE. Upon each review such plans shall be extended to show long-range needs for solid waste handling facilities for twenty (20) years in the future, and a revised implementation schedule and implementation budget for six (6) years in the future.

M. REVIEW AND RENEGOTIATION

Any Party may request a review and/or renegotiations on any provision of the Agreement during the six-month period immediately preceding the ending date for the Agreement. Such request must be made in writing to the Lead Agency and must specify the provision(s) of the Agreement for which review/renegotiation(s) are requested. Review and/or renegotiation(s) pursuant to such a written request shall be immediately referred to the SWAC for their review and recommendation. Notwithstanding any other provisions in this paragraph to the contrary, the Parties may, pursuant to the procedure outlined within the Solid Waste Advisory Committee Members Bylaws, modify or amend any provision(s) of this Agreement at any time during the term of this Agreement.

N. TERMINATION

This Agreement may be terminated by any Party, by written notice to the other Parties no less than thirty (30) days immediately preceding the implementation date of the next Solid Waste Program Budget. The Parties agree: (1) that the termination will not absolve a terminating Party of any financial responsibility to the extent a financial responsibility continues to exist pursuant to the provisions of this Agreement; and (2) that prior to termination, the terminating Party shall submit to the SWAC how it intends on meeting its planning obligation under RCW 70.95.080.

O. WAIVER

No waiver by any of the Parties of any term or condition of this Agreement shall be deemed or construed to constitute a waiver of any other term or condition or of any subsequent breach whether of the same or a different provision of this Agreement.

P. ENTIRE AGREEMENT

This Agreement, including the recitals and all subsequent attachments and addendums, constitutes the entire Agreement between the Parties and shall be governed by the laws of the State of Washington. There are no other oral or written agreements or understanding between the Parties as to the subject matter contained herein. The venue for any action of law, suit in equity and judicial proceeding for the enforcement of this Agreement shall be instituted and maintained only in the courts of competent jurisdiction in Benton County, Washington.

Q. SEVERABILITY

Any provisions of this Agreement that is determined to be illegal, invalid, or unenforceable for any reason shall be ineffective to the extent of such prohibition without invalidating the remainder of this Agreement.

[Signature Pages to Follow]

FOR THE CITY OF BENTON CITY, WASHINGTON.

Len Burton, Mayor

Date

Attest:

City Clerk/Treasurer

Date

Approved as to Form:

City Attorney

Date

FOR THE CITY OF KENNEWICK, WASHINGTON.

Erin Erdman, City Manager

Date

Attest:

City Clerk

Date

Approved as to Form:

City Attorney

Date

FOR THE CITY OF PROSSER, WASHINGTON.

Gary Vegar, Mayor

Date

Attest:

City Clerk

Date

Approved as to Form:

City Attorney

Date

FOR THE CITY OF RICHLAND, WASHINGTON.

Jon Amundson, City Manager

Date

Attest:

City Clerk

Date

Approved as to Form:

City Attorney

Date

FOR THE CITY OF WEST RICHLAND, WASHINGTON.

Brent Gerry, City Mayor

Date

Attest:

City Clerk

Date

Approved as to Form:

City Attorney

Date

FOR BENTON COUNTY, WASHINGTON.

Will McKay, Commissioner
Board of County Commissioners

Date

Attest:

Clerk of the Board

Date

Approved as to Form:

LeeAnn Holt, Deputy Prosecuting Attorney

Date



COUNCIL AGENDA ITEM COVERSHEET

Council Date: 10/21/2025

Agenda Category: Resolutions - Adoption

Strategic Priority 3 - Focused Development

Subject

Resolution No. 2025-133, Authorizing Change Order No. 2 to the Construction Contract with Vincent Brothers LLP for the Richland Public Library's Outdoor Children's Area Project

Department/Office
Parks & Public Facilities

Ordinance/Resolution Number
2025-133

Document Type
Resolution

Recommended Motion

Adopt Resolution No. 2025-133, authorizing the City Manager to sign and execute Change Order No. 2 to Contract No. 137-25 with Vincent Brothers LLP for the Richland Public Library's Outdoor Children's Area Project.

Summary

The City's 2023-2028 Capital Improvement Plan (CIP) includes a project titled Library Outdoor Children's Area (the "Project"). The Project will construct an outdoor resource area at the Richland Public Library.

On April 1, 2025, Richland City Council adopted Resolution No. 2025-47, authorizing the award of a bid for the Project to Vincent Brothers LLP (see Richland Contract No. 137-25). Scope additions related to the redesign of the site irrigation system led to contract costs exceeding the amount authorized.

The total value of unanticipated changes to the Project exceeds the administrative change order authority established by Resolution No. 2025-47, thereby requiring City Council approval.

Staff recommends adoption of Resolution No. 2025-133.

Fiscal Impact

The City's 2023-2028 Parks Capital Improvement Plan (CIP) includes the Library Outdoor Children's Area Project, which has approximately \$47,000 in available capacity. This is adequate to fund Change Order No. 2, which totals \$38,389.51.

Attachments

1. Resolution No. 2025-133
2. Proposed Change Order No 2 to Contract 137-25 with Vincent Brothers LLP

RESOLUTION NO. 2025-133

**A RESOLUTION OF THE CITY OF RICHLAND, WASHINGTON,
AUTHORIZING CHANGE ORDER NO. 2 TO THE CONSTRUCTION
CONTRACT WITH VINCENT BROTHERS LLP FOR THE
RICHLAND PUBLIC LIBRARY'S OUTDOOR CHILDREN'S AREA
PROJECT.**

WHEREAS, the 2023-2028 Capital Improvement Plan (CIP) includes a project titled Library Outdoor Children's Area (the "Project"), which will add an outdoor gathering space and amenities at the Richland Public Library; and

WHEREAS, on April 1, 2025, Richland City Council adopted Resolution No. 2025-47, authorizing the award of bid for the Project to Vincent Brothers LLP (*see* Richland Contract No. 137-25); and

WHEREAS, scope additions related to the redesign of the site irrigation system led to contract costs exceeding the amount authorized; and

WHEREAS, the total value of the unanticipated changes to the Project exceeds the administrative change order authority established by Resolution No. 2025-47, thereby requiring City Council approval.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Richland that the City Manager is authorized to sign and execute Change Order No. 2 to Contract No. 137-25 with Vincent Brothers LLP in the amount of \$38,389.51 for the Richland Public Library's Outdoor Children's Area Project.

BE IT FURTHER RESOLVED that the net change order authority in the amount of \$41,342 established by Resolution No. 2025-47 remains unchanged.

ADOPTED by the City Council of the City of Richland, Washington, at a regular meeting on the 21st day of October, 2025.

Theresa Richardson, Mayor

Attest:

Approved as to Form:

Jennifer Rogers, City Clerk

Heather Kintzley, City Attorney



Public Works Contract Change Order

Project: **LIBRARY OUTDOOR CHILDREN'S AREA**

Change Order No: **2**

Contractor: **VINCENT BROTHERS LLP**

Date: **10/21/2025**

Grant Number: **NA**

Contract Number: **137-25**

PO: **22500396**

Reason for Change:

☐ 1-Contractor Request/Claim ☐ 2-City Requested ☐ 3-Unforeseen Condition ☒ 4-Design Error

Change Description: (Describe the change(s) and the reason(s) for the change)

Incorporate Field Order 1 into the Contract by reference. Approval requested by separate authority from Council.

All terms & conditions defined in the Contract Documents & Change Orders issued to date remain in effect unless otherwise state herein.

The following adjustments, if any, to the Contract Sum and Contract Time constitute the complete and final settlement of all costs of labor, materials, equipment, overhead, fee, and damages, whether direct, indirect, and any other claim by the Contractor, as a result of the change.

Contract Summary:

Original Contract Amount:	\$	410,342.75
Previous Change Orders:	\$	18,400.59
This Change Order:	\$	38,389.51
New Contract Amount:	\$	467,132.85
Total % of Change Orders		13.84%

Schedule Summary:

working days

Original Contract Duration:	90 Days
Previous Added Days:	0 Days
This Change Order:	0 Days
New Contract Duration:	90 Days
Contract Expiration Date:	

Execution of this Change Order by the Contractor constitutes the Contractor's irrevocable acceptance of all the terms hereof, including the above described adjustments, if any, in the Contract Sum and Contract time. This Contract Change Order is hereby incorporated into and becomes part of the Contract Documents.

Approved:

**Park & Public Facilities
Director**

Authorized Signature

Christopher Waite

Print Name

Date

City Manager

Authorized Signature

Jon Amundson

Print Name

Date

Contractor:

Authorized Signature

Nadene Vincent

Print Name

Date

Distribution: City Clerk's Office (Original)
Public Works - Contract Files (Copy)
Finance - Budget Analyst (Copy)

Finance - Accountant (Copy)
Contractor - Page 1 only (Copy)
Purchasing - Page 1 only (Copy)



**CITY OF RICHLAND
PUBLIC WORKS CHANGE ORDER FORM**

PROJECT: LIBRARY OUTDOOR CHILDREN'S AREA
CONTRACTOR: VINCENT BROTHERS LLP

CITY CONTRACT # 137-25
CHANGE ORDER # 2

Description of Costs

Item	Tax (*)	Reason for Change (#)	Description	Units	Quantity	Unit Price	Item Totals
1	*	4	FO#1 - Irrigation Reconfig - Force Account (portion 1.1 (majority billing))	LS	1.00	32,588.65	32,588.65
2	*	4	FO#1 - Irrigation Reconfig - Force Account (portion 1.2 (remaining))	LS	1.00	2,728.29	2,728.29
3						-	-
4						-	-
5						-	-
6						-	-
7						-	-
8						-	-
9							-

JUSTIFICATION: (written explanation required) * SEE ATTACHED *****

SUBTOTAL \$ 35,316.94

INSPECTOR: _____ DATE: _____

TAX @ 8.7% 3,072.57

ENGINEER: _____ DATE: _____

TOTAL \$ 38,389.51

CAP. PROJECTS MGR: _____ DATE: _____

CHANGE ORDER JUSTIFICATION
PUBLIC WORKS CHANGE ORDER FORM

Change Order # 2

PROJECT: LIBRARY OUTDOOR CHILDREN'S AREA
CONTRACTOR: VINCENT BROTHERS LLP
PROVIDED BY: DANIELLE MULLINS, P.E.

Instructions: *Include a brief justification for the work and cost included in each change order item.*

1 FO # 1 - The original plans showed the existing irrigation valves and mains remaining within the area of the new site improvements, where no irrigation is required. After evaluating the potential risk of future irrigation leaks or electrical issues and costs associated with repairing the existing irrigation system, it was determined that the irrigation main should be relocated outside of the new fence and proposed development area. The city provided a revised irrigation plan for the proposed work. The installation was deemed force account work, because the contractor and City couldn't come to an agreed lump sum or bid item price.

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COUNCIL AGENDA ITEM COVERSHEET

Council Date: 10/21/2025

Agenda Category: Items - Approval

Strategic Priority I - High Performance Government

Subject

Appointment to the Personnel Committee: Patrick Fair

Department/Office	Ordinance/Resolution Number	Document Type
City Clerk		General Business Item

Recommended Motion

Appoint Patrick Fair to Position No. 2 on the Personnel Committee.

Summary

The term for Position No. 2 on the Personnel Committee expired on September 30, 2025. During the recruitment period, two (2) applications were received. Personnel Committee Staff Liaison Paulsen reviewed all applications. On September 25, 2025, applicants were interviewed and the following appointment is recommended:

Patrick Fair - Position No. 2

The term for Position No. 2 is three (3) years, beginning October 22, 2025 and ending on September 30, 2028.

Application packets are on file in the City Clerk's Office.

Fiscal Impact

None.

Attachments

- I. Personnel Committee Appointment Recommendation Memo

CITY OF RICHLAND
HUMAN RESOURCES

625 Swift Boulevard, MS-12
Richland, WA 99352
(509) 942-7390



MEMORANDUM

TO: Jennifer Rogers, City Clerk

FROM: Lacey Paulsen, Human Resources Director

DATE: October 7, 2025

SUBJECT: Recommendation for Patrick Fair - Appointment to the Personnel Committee (Position No. 2)

The term for Position No. 2 on the Personnel Committee expired on 9/30/2025. An ongoing search for applicants has been in process since that time. A total of two (2) applications were received and reviewed. After reviewing applications, receiving recommendations from Personnel Committee members, and conducting interviews on 9/25/2025, I would like to recommend Patrick Fair for appointment to Position No. 2 of the Personnel Committee.



COUNCIL AGENDA ITEM COVERSHEET

Council Date: 10/21/2025

Agenda Category: Expenditures - Approval

Strategic Priority 2 - Financial Sustainability

Subject

Expenditures from September 1, 2025 to September 30, 2025 for \$48,398,077.00 including Travel Checks Nos. 20853-20883, Accounts Payable Check Nos. 339543-340364, Accounts Payable Wire Nos. 10699-10735, Payroll Wires & ACH Nos. 14977-15043, Payroll Check Nos. 237634-237641, and Payroll Direct Deposits Nos. 252530009418-252720010308.

Department/Office

Finance

Ordinance/Resolution Number

Document Type

Expenditures

Recommended Motion

Approve the expenditures from September 1, 2025 to September 30, 2025 in the amount of \$48,398,077.

Summary

Breakdown of Expenditures

Travel Checks	20853-20883	\$23,139.44
Accounts Payable Checks	339543-340364	\$7,537,053.75
Accounts Payable Wires	10699-10735	\$34,257,123.39
Payroll Wires & ACH	14977-15043	\$3,402,434.97
Payroll Checks	237634-237641	\$23,844.85
Payroll Direct Deposits	252530009418-252720010308	\$3,154,480.60
TOTAL		\$48,398,077.

Fiscal Impact

Total Disbursements: \$48,398,077.

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 Deposit

Expenditure Summary - 9/1/2025 - 9/30/2025

AP-EXP-SUMMARY-001

Expenditure Breakdown Summary

	REPORT	START CHECK	END CHECK	CHECK COUNT	CHECK TOTALS	VOID AMT
Travel Checks	(AP-TRVLCHKS-001)	20853	20883	31	\$23,139.44	\$0.00
Accounts Payable Checks	(AP-CHKHIST-DETAIL-001)	339543	340364	822	\$7,537,053.75	\$10,409.20
Accounts Payable Wires	(AP-WIRENOS-001)	10699	10735	37	\$34,257,123.39	\$0.00
Payroll Wires & ACH	(PR-WIRESACH-001)	14977	15043	67	\$3,402,434.97	\$0.00
Payroll Checks	(PR-CHKHIST-DETAIL-001)	237634	237641	8	\$23,844.85	\$0.00
Payroll Direct Deposit		252530009418	252720010308	1606	\$3,154,480.60	\$0.00

\$48,398,077.00

AP Travel Checks - MUNIS 9/1/2025 - 9/30/2025

Travel Check Summary Information

CHECK DATE	START CHECK	END CHECK	CHECK KNT	CHECK TOTALS	VOID AMT
09/03/2025	20853	20860	8	\$7,648.44	\$0.00
09/10/2025	20861	20868	8	\$5,292.75	\$0.00
09/17/2025	20869	20879	11	\$8,243.67	\$0.00
09/24/2025	20880	20883	4	\$1,954.58	\$0.00
			31	\$23,139.44	\$0.00

Travel Check Detail Information

CHECK DATE	START CHECK	VOID	PAYEE	CHECK AMT	CHK COMMENT	VOID AMT	VOID COMMENT
09/03/2025	20853		BUNNIE AVERY	\$1296.92	25-047 AMDIN PROFESSIONAL CONF	\$0.00	
09/03/2025	20854		STEPHANIE DORKO	\$515.58	25-316 WA ASSOCIATION OF CODE	\$0.00	
09/03/2025	20855		MITCHELL GANDY	\$1632.53	25-265 2025 METER SCHOOL	\$0.00	
09/03/2025	20856		HEIDI GLASEN	\$515.58	25-317 WA ASSOCIATION OF CODE	\$0.00	
09/03/2025	20857		SHERIDA MADDALENA	\$1101.92	25-048 ADMIN PROFESSIONAL CONF	\$0.00	
09/03/2025	20858		KARLA PALOMAREZ	\$437.80	25-301 ADMIN PROFESSIONAL CONF	\$0.00	
09/03/2025	20859		IGOR TYSHCHUK	\$1632.53	25-264 2025 METER SCHOOL	\$0.00	
09/03/2025	20860		JAMIE WILLIAMS	\$515.58	25-318 WA ASSOCIATION OF CODE E	\$0.00	
09/10/2025	20861		JONATHAN COLVIN	\$400.00	25-356 2025 NRPA CONFERENCE	\$0.00	
09/10/2025	20862		JASON CROUCH	\$873.03	25-339 FBI LEEDA SLI	\$0.00	
09/10/2025	20863		DANA CULLEN	\$147.00	25-350 PNCWA 2025 ANNUAL CONFE	\$0.00	
09/10/2025	20864		COREY FOX	\$2042.00	25-345 WORKDAY RISING CONFEREN	\$0.00	
09/10/2025	20865		GARCIA, TOMMY	\$400.00	25-355 2025 NRPA CONFERENCE	\$0.00	
09/10/2025	20866		MARC LA VANWAY	\$963.72	25-321 PNCWA 2025 ANNUAL CONFE	\$0.00	
09/10/2025	20867		HECTOR MORENO	\$147.00	25-347 PNCWA 2025 ANNUAL CONFE	\$0.00	
09/10/2025	20868		CHRISTOPHER WAITE	\$320.00	25-320 2025 NRPA ANNUAL CONFER	\$0.00	
09/17/2025	20869		JENNIFER BALLARD	\$540.20	25-324 NW FLOODPLAIN MANAGEMEN	\$0.00	
09/17/2025	20870		ABBY CRUSE	\$1543.23	25-209 NW HR MANAGEMENT ASSOC	\$0.00	
09/17/2025	20871		DEANNA DAVIS	\$511.00	25-283 WSEMA CONFERENCE	\$0.00	
09/17/2025	20872		JULIE DAVIS	\$1483.58	25-210 NW HR MANAGEMENT ASSOC	\$0.00	
09/17/2025	20873		DEVIN DESPARTE	\$210.12	25-332 BAT PROFESSIONAL GROWTH	\$0.00	
09/17/2025	20874		FULTON, TONI	\$188.20	25-225 LEIRA TRAINING CONFEREN	\$0.00	
09/17/2025	20875		DAN LEMIEUX	\$369.40	25-308 GOVERNORS INDUSTRIAL SA	\$0.00	
09/17/2025	20876		CHRISTOPHER NULPH	\$362.00	25-311 PUBLIC LIBRARIES OF WA	\$0.00	
09/17/2025	20877		THERESA RICHARDSON	\$1615.58	25-315 2025 NATIONAL CLEANUP W	\$0.00	
09/17/2025	20878		JEANINE RUBY	\$710.18	25-291 CRIMES AGAINST WOMEN SU	\$0.00	
09/17/2025	20879		EMILY VILLAFANA	\$710.18	25-298 CRIMES AGAINST WOMEN SU	\$0.00	
09/24/2025	20880		VINCENT HUPF	\$1032.36	25-293 FORCE SCIENCE CERTIFICA	\$0.00	

CHECK DATE	START CHECK	VOID	PAYEE	CHECK AMT	CHK COMMENT	VOID AMT	VOID COMMENT
09/24/2025	20881		HEATHER KINTZLEY	\$247.42	25-314 NAGDCA 2025 ANNUAL CONF	\$0.00	
09/24/2025	20882		HYRUM STOHEL	\$282.00	25-370 HSI OPERATION	\$0.00	
09/24/2025	20883		CLINT WHITNEY	\$392.80	25-028 PPC EXECUTIVE COMMITTEE	\$0.00	
				\$23139.44		\$0.00	

Accounts Payable Checks

9/1/2025 - 9/30/2025

CHECK DATE	CHECK NBR	VOID	VENDOR#	EMP VENDOR NAME	CHECK AMT	VOID AMT	WARRANT	COMMENT
09/03/2025	339543	P	10005	RON BEARDEMPHL	\$185.00	0	090325FP	MEDICARE PREMIUM/BEARDEMPHL
09/03/2025	339544	P	10014	JOHN S BOARDMAN	\$185.00	0	090325FP	MEDICARE PREMIUM/BOARDMAN
09/03/2025	339545	P	10180	CANFIELD, HARRY R	\$185.00	0	090325FP	MEDICARE PREMIUM/CANFIELD
09/03/2025	339546	P	10040	DANNY DOWNS	\$179.00	0	090325FP	MEDICARE PREMIUM/DOWNS
09/03/2025	339547	P	10085	JAMES P MULROY	\$185.00	0	090325FP	MEDICARE PREMIUM/MULROY
09/03/2025	339548	P	10086	DAVID MURRAY	\$172.00	0	090325FP	MEDICARE PREMIUM/MURRAY
09/03/2025	339549	P	10087	EDWARD A MYERS	\$185.00	0	090325FP	MEDICARE PREMIUM/MYERS
09/03/2025	339550	P	10820	OWEN, MICHAEL	\$176.00	0	090325FP	MEDICARE PREMIUM/OWEN
09/03/2025	339551	P	10533	JAMES POLLARD	\$185.00	0	090325FP	MEDICARE PREMIUM/POLLARD
09/03/2025	339552	P	10109	RODGERS, GARY H	\$185.00	0	090325FP	MEDICARE PREMIUM/RODGERS
09/03/2025	339553	P	12440	MARK STRATTON	\$185.00	0	090325FP	MEDICARE PREMIUM/STRATTON
09/03/2025	339554	P	10673	TERRY THRALL	\$185.00	0	090325FP	MEDICARE PREMIUM/THRALL
09/03/2025	339555	P	10142	ROYAL WEST	\$185.00	0	090325FP	MEDICARE PREMIUM/WEST
09/03/2025	339556	P	10148	CRAIG E WILLIAMSON	\$151.00	0	090325FP	MEDICARE PREMIUM/WILLIAMSON
09/03/2025	339557	P	10103	KERI RANDALL BADGLEY	\$174.70	0	090325PP	MEDICARE PREMIUM/BADGLEY
09/03/2025	339558	P	10855	BEDEN, LARRY	\$185.00	0	090325PP	MEDICARE PREMIUM/BEDEN
09/03/2025	339559	P	10169	DALE A BRUNSON	\$184.00	0	090325PP	MEDICARE PREMIUM/BRUNSON
09/03/2025	339560	P	10170	RANDY H CARPER	\$185.00	0	090325PP	MEDICARE PREMIUM/CARPER
09/03/2025	339561	P	10167	MIKE CASE	\$185.00	0	090325PP	MEDICARE PREMIUM/CASE
09/03/2025	339562	P	10029	MICHAEL CLEAVENGER	\$185.00	0	090325PP	MEDICARE PREMIUM/CLEAVENGER
09/03/2025	339563	P	10028	WILL J CLEAVENGER	\$185.00	0	090325PP	MEDICARE PREMIUM/CLEAVENGER
09/03/2025	339564	P	10038	LARRY COUCH	\$174.70	0	090325PP	MEDICARE PREMIUM/COUCH
09/03/2025	339565	P	10166	JAMES J DEMYER	\$185.00	0	090325PP	MEDICARE PREMIUM/DEMYER
09/03/2025	339566	P	10048	DOUGLAS D DRIVER	\$185.00	0	090325PP	MEDICARE PREMIUM/DRIVER
09/03/2025	339567	P	10165	JOHN M GANLEY	\$185.00	0	090325PP	MEDICARE PREMIUM/GANLEY
09/03/2025	339568	P	12445	JAMES GREG GILL	\$185.00	0	090325PP	MEDICARE PREMIUM/GILL
09/03/2025	339569	P	31042	JAMES B GOULD	\$185.00	0	090325PP	MEDICARE PREMIUM/GOULD
09/03/2025	339570	P	10251	HIGGINS, FRED C	\$183.00	0	090325PP	MEDICARE PREMIUM/HIGGINS
09/03/2025	339571	P	10271	SCOTT K LARSON	\$185.00	0	090325PP	MEDICARE PREMIUM/LARSON
09/03/2025	339572	P	10156	DAVID L LEWIS	\$259.00	0	090325PP	MEDICARE PREMIUM/LEWIS
09/03/2025	339573	P	10164	ROBERT MOORE	\$185.00	0	090325PP	MEDICARE PREMIUM/MOORE
09/03/2025	339574	P	31512	JERALD S MORRELL	\$185.00	0	090325PP	MEDICARE PREMIUM/MORRELL
09/03/2025	339575	P	10117	DAVID W SPARKS	\$185.00	0	090325PP	MEDICARE PREMIUM/SPARKS

Accounts Payable Checks

9/1/2025 - 9/30/2025

CHECK DATE	CHECK NBR	VOID	VENDOR#	EMP VENDOR NAME	CHECK AMT	VOID AMT	WARRANT	COMMENT
09/03/2025	339576	P	10119	WILLIAM TANNER	\$185.00	0	090325PP	MEDICARE PREMIUM/TANNER
09/03/2025	339577	P	10332	RANDAL L TAYLOR	\$259.00	0	090325PP	MEDICARE PREMIUM/TAYLOR
09/03/2025	339578	P	10163	GERALD D THOMAS	\$185.00	0	090325PP	MEDICARE PREMIUM/THOMAS
09/03/2025	339579	P	10800	ROY TURNER	\$185.00	0	090325PP	MEDICARE PREMIUM/TURNER
09/03/2025	339580	P	10838	GRIGG ENTERPRISES INC	\$17.38	0	0903251	PLASTIC 3QT COLANDER
09/03/2025	339581	P	30293	JON AMUNDSON	\$714.57	0	0903251	25-284 AMUNDSON ICMA CONF AIRF
09/03/2025	339582	P	999000	AUREF - Utility Customer Refunds	\$31.20	0	0903251	1878 FOWLER ST 22
09/03/2025	339583	P	999000	AUREF - Utility Customer Refunds	\$848.52	0	0903251	1852 JONES RD
09/03/2025	339584	P	11079	AUTOZONE STORES LLC	\$271.21	0	0903251	VEH#1227 WO#77731 RADIATOR
09/03/2025	339585	P	10008	BENTON PUD	\$2,020.18	0	0903251	RICHLAND WYE LIGHT/BADGER MTN
09/03/2025	339586	P	10158	BENTON RURAL ELECTRIC ASSOCIATION	\$4,137.77	0	0903251	KENNEDY BOOSTER STATION 8-31-2
09/03/2025	339587	P	10261	CITY OF RICHLAND	\$1,149.00	0	0903251	REIMBURSE TRAVEL 25-056 HARPER
09/03/2025	339588	P	10429	CODE PUBLISHING INC	\$441.33	0	0903251	MUNICIPAL CODE - WEB UPDATE
09/03/2025	339589	P	11516	COLEMAN OIL COMPANY	\$29,973.57	0	0903251	FLEET GAS RESALE 08/25 - 08/31
09/03/2025	339590	P	11526	CORWIN OF PASCO LLC	\$2,516.14	0	0903251	VEH#1223 WO#77580 ROTORS, BRAK
09/03/2025	339591	P	10858	CROWN PAPER & JANITORIAL SUPPLY INC	\$136.96	0	0903251	Janitorial Paper Products
09/03/2025	339592	P	11115	ELECTRIC POWER SYSTEMS INC	\$4,714.50	0	0903251	Sandhill Crane Substation Exp
09/03/2025	339593	P	31170	HIS DIME, LLC	\$38.09	0	0903251	VEH#1223 WO#77686 DECALS
09/03/2025	339594	P	10447	FINAL TOUCH UPHOLSTERY	\$353.60	0	0903251	VEH#3290 WO#77614 REPLACE UPHO
09/03/2025	339595	P	10050	GENERAL PACIFIC INC	\$44,787.66	0	0903251	1 PH TRANSFORMERS
09/03/2025	339596	P	32496	MARK HARPER	\$284.90	0	0903251	25-056 HARPER - NATOA CONFEREN
09/03/2025	339597	P	31660	KELLEY CREATE CO	\$366.73	0	0903251	Xerox Usage Charges Shops 100
09/03/2025	339598	P	31660	KELLEY CREATE CO	\$37.74	0	0903251	AUGUST COPIER LEASE - PURCHASI
09/03/2025	339599	P	31660	KELLEY CREATE CO	\$4,612.07	0	0903251	Dev Serv. AltaLink C8145 Aug I
09/03/2025	339600	P	31660	KELLEY CREATE CO	\$184.79	0	0903251	COPIER SERVICES 08/17-09/16/25
09/03/2025	339601	P	10093	MCCURLEY INTEGRITY DEALERSHIPS, LLC	\$267.08	0	0903251	VEH#2342 WO#77521 REPAIR RADIO
09/03/2025	339602	P	11103	FREMARK INC	\$1,398.51	0	0903251	Urinal Screens
09/03/2025	339603	P	32284	MOBIUS SPOKANE	\$200.00	0	0903251	RPL TUMBLEWEED TOURIST MOBIUS
09/03/2025	339604	P	10371	MOTOROLA SOLUTIONS INC	\$1,177.00	0	0903251	RADIOS-APX N70 (2) - 2025 EP (
09/03/2025	339605	P	30273	NORTHWEST EQUIPMENT SALES, INC	\$375.86	0	0903251	VEH#3373 WO#77680 COMPRESSOR,
09/03/2025	339606	P	12238	REXEL USA, INC	\$10,481.65	0	0903251	Bolts
09/03/2025	339607	P	11246	PRECISE MRM LLC	\$3,965.38	0	0903251	20-5MB FLAT DATA PLAN US WITH
09/03/2025	339608	P	32327	EDGAR GUIZAR	\$1,360.00	0	0903251	VEH#3419 WO#77594 CERAMIC COAT

Accounts Payable Checks

9/1/2025 - 9/30/2025

CHECK DATE	CHECK NBR	VOID	VENDOR#	EMP VENDOR NAME	CHECK AMT	VOID AMT	WARRANT	COMMENT
09/03/2025	339609	P	10047	R.D. OFFUTT COMPANY	\$3,040.40	0	0903251	VEH#6685 WO#77391 RETURN FILTE
09/03/2025	339610	P	11076	RIO FOLTZ PLLC	\$40,701.30	0	0903251	PROSECUTION SERVICES FOR SEPTE
09/03/2025	339611	P	10927	STAN BONHAM COMPANY, INC	\$834.80	0	0903251	VEH#7161 WO#77460 BLADES
09/03/2025	339612	P	30023	TAIFEI SCOTT	\$313.60	0	0903251	AUGUST CLASS 10642
09/03/2025	339613	P	31869	KRISTI SMITH	\$1,398.00	0	0903251	AUGUST 2025 FIREFIGHTERS SEC M
09/03/2025	339614	P	10440	SOLID WASTE SYSTEMS INC	\$5,196.76	0	0903251	VEH#3381 WO#76576 - RETURN SU
09/03/2025	339615	P	32320	SPOKANE HOUSE OF HOSE INC	\$122.41	0	0903251	VEH#3418 WO#77455 HOSES
09/03/2025	339616	P	10536	SPRAGUE PEST SOLUTIONS	\$201.10	0	0903251	PEST CONTROL SVCS - AUGUST
09/03/2025	339617	P	10961	TACOMA SCREW PRODUCTS INC	\$459.79	0	0903251	FLEET SHOP SUPPLIES HAND CLEAN
09/03/2025	339618	P	10246	TEREX UTILITIES, INC	\$152.53	0	0903251	VEH#7156 WO#77666 SOLENOID
09/03/2025	339619	P	10027	THE PAPE' GROUP	\$93,313.60	0	0903251	ONE NEW TRAIL KING MODEL TK50R
09/03/2025	339620	P	31597	TRI CITIES TABLE TENNIS ASSOCIATION	\$478.80	0	0903251	TABLE TENNIS JULY 2025
09/03/2025	339621	P	10106	US LINEN & UNIFORM	\$294.68	0	0903251	FLEET SHOP APPAREL
09/03/2025	339622	P	32369	VARITECH INDUSTRIES	\$701.23	0	0903251	VEH#3410 WO#77673 PUMP HEAD
09/03/2025	339623	P	10860	VERIZON COMMUNICATIONS INC	\$24,600.38	0	0903251	Verizon Wireless NASPO - Augus
09/03/2025	339624	VOID	10443	WA STATE DEPARTMENT OF REVENUE	\$0.00	7474.2	0903251	VOID AFTER UPDATE 09/18/2025
09/03/2025	339625	VOID	10443	WA STATE DEPARTMENT OF REVENUE	\$0.00	2694.96	0903251	VOID AFTER UPDATE 09/18/2025
09/03/2025	339626	P	11035	WESCO GROUP INC	\$325.32	0	0903251	VEH#6000 WO#77540 PAINT
09/03/2025	339627	P	11003	WEST COAST FIRE & RESCUE	\$50,567.24	0	0903251	FD HOLMATRO RESCUE TOOLS -FULL
09/03/2025	339628	P	10059	WESTERN STATES EQUIPMENT COMPANY	\$883.39	0	0903251	VEH#3418 WO#77455 FITTINGS
09/03/2025	339629	P	10147	WILBUR-ELLIS HOLDINGS II, INC	\$2,688.26	0	0903251	Fertilizer and Herbicides
09/05/2025	339630	P	10838	GRIGG ENTERPRISES INC	\$389.32	0	0905251	COLUMBIA PLAYFIELDS - FLAIL MO
09/05/2025	339631	P	31986	FIMCO INC	\$4.84	0	0905251	SPRAY EQUIP BUGGY FITTING
09/05/2025	339632	P	30293	JON AMUNDSON	\$162.80	0	0905251	25-341 AMUNDSON WCMA TRAVEL RE
09/05/2025	339633	P	999000	AUREF - Utility Customer Refunds	\$248.21	0	0905251	1851 JADWIN AVE 421
09/05/2025	339634	P	999000	AUREF - Utility Customer Refunds	\$446.63	0	0905251	227 UNIVERSITY DR Apt 203
09/05/2025	339635	P	999000	AUREF - Utility Customer Refunds	\$507.82	0	0905251	654 COTTONWOOD DR
09/05/2025	339636	P	999000	AUREF - Utility Customer Refunds	\$62.68	0	0905251	240 BATTELLE BLVD Apt 234
09/05/2025	339637	P	999000	AUREF - Utility Customer Refunds	\$125.57	0	0905251	425 BRADLEY BLVD Apt 318
09/05/2025	339638	P	999000	AUREF - Utility Customer Refunds	\$177.63	0	0905251	1014 CEDAR AVE
09/05/2025	339639	P	999000	AUREF - Utility Customer Refunds	\$65.14	0	0905251	2455 GEORGE WASHINGTON WAY B10
09/05/2025	339640	P	999000	AUREF - Utility Customer Refunds	\$342.06	0	0905251	2842 SAWGRASS LOOP
09/05/2025	339641	P	999000	AUREF - Utility Customer Refunds	\$87.05	0	0905251	113 ROSEMARY ST

Accounts Payable Checks

9/1/2025 - 9/30/2025

CHECK DATE	CHECK NBR	VOID	VENDOR#	EMP VENDOR NAME	CHECK AMT	VOID AMT	WARRANT	COMMENT
09/05/2025	339642	P	999000	AUREF - Utility Customer Refunds	\$104.13	0	0905251	2513 DUPORTAIL ST Apt 234
09/05/2025	339643	P	999000	AUREF - Utility Customer Refunds	\$207.73	0	0905251	850 AARON DR 119
09/05/2025	339644	P	999000	AUREF - Utility Customer Refunds	\$110.61	0	0905251	311 BARTH AVE
09/05/2025	339645	P	999000	AUREF - Utility Customer Refunds	\$188.24	0	0905251	2555 DUPORTAIL ST D128
09/05/2025	339646	P	999000	AUREF - Utility Customer Refunds	\$223.71	0	0905251	826 ABBOT ST
09/05/2025	339647	P	999000	AUREF - Utility Customer Refunds	\$474.77	0	0905251	2128 SHASTA AVE
09/05/2025	339648	P	999000	AUREF - Utility Customer Refunds	\$60.34	0	0905251	1790 LESLIE RD 112
09/05/2025	339649	P	999000	AUREF - Utility Customer Refunds	\$367.81	0	0905251	2348 HOOD AVE 2
09/05/2025	339650	P	999000	AUREF - Utility Customer Refunds	\$116.27	0	0905251	704 SANFORD AVE
09/05/2025	339651	P	999000	AUREF - Utility Customer Refunds	\$173.12	0	0905251	1634 CHERRY LN
09/05/2025	339652	P	999000	AUREF - Utility Customer Refunds	\$253.32	0	0905251	106 CASEY AVE
09/05/2025	339653	P	999000	AUREF - Utility Customer Refunds	\$247.69	0	0905251	1851 JADWIN AVE 435
09/05/2025	339654	P	999000	AUREF - Utility Customer Refunds	\$98.68	0	0905251	160 VAN GIESEN ST 204
09/05/2025	339655	P	999000	AUREF - Utility Customer Refunds	\$101.20	0	0905251	1650 MOWRY SQ 226
09/05/2025	339656	P	999000	AUREF - Utility Customer Refunds	\$68.94	0	0905251	250 GAGE BLVD 1079
09/05/2025	339657	P	999000	AUREF - Utility Customer Refunds	\$36.00	0	0905251	2665 KINGSGATE WAY Apt C323
09/05/2025	339658	P	999000	AUREF - Utility Customer Refunds	\$191.32	0	0905251	2041 HARRIS AVE
09/05/2025	339659	P	999000	AUREF - Utility Customer Refunds	\$175.29	0	0905251	330 COLUMBIA POINT DR
09/05/2025	339660	P	999000	AUREF - Utility Customer Refunds	\$165.29	0	0905251	1305 GOETHALS DR F
09/05/2025	339661	P	999000	AUREF - Utility Customer Refunds	\$47.99	0	0905251	2513 DUPORTAIL ST Apt 347
09/05/2025	339662	P	999000	AUREF - Utility Customer Refunds	\$104.96	0	0905251	1900 STEVENS DR 711
09/05/2025	339663	P	999000	AUREF - Utility Customer Refunds	\$4,746.65	0	0905251	525 SUMMERVIEW LN
09/05/2025	339664	P	999000	AUREF - Utility Customer Refunds	\$19.25	0	0905251	1619 PERKINS AVE
09/05/2025	339665	P	999000	AUREF - Utility Customer Refunds	\$303.43	0	0905251	1850 STEVENS DR 201
09/05/2025	339666	P	999000	AUREF - Utility Customer Refunds	\$130.25	0	0905251	660 CHERRYWOOD LOOP
09/05/2025	339667	P	999000	AUREF - Utility Customer Refunds	\$316.04	0	0905251	2500 GEORGE WASHINGTON WAY 113
09/05/2025	339668	P	999000	AUREF - Utility Customer Refunds	\$239.87	0	0905251	1775 COLUMBIA PARK TRL 247
09/05/2025	339669	P	999000	AUREF - Utility Customer Refunds	\$147.75	0	0905251	353 DRIFTWOOD CT
09/05/2025	339670	P	999000	AUREF - Utility Customer Refunds	\$108.93	0	0905251	434 BRADLEY BLVD Unit 204
09/05/2025	339671	P	999000	AUREF - Utility Customer Refunds	\$156.58	0	0905251	1790 LESLIE RD 308
09/05/2025	339672	P	999000	AUREF - Utility Customer Refunds	\$16.16	0	0905251	1770 LESLIE RD 320
09/05/2025	339673	P	999000	AUREF - Utility Customer Refunds	\$296.97	0	0905251	464 MAINMAST CT
09/05/2025	339674	P	999000	AUREF - Utility Customer Refunds	\$72.82	0	0905251	1312 SACRAMENTO BLVD

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CHECK DATE	CHECK NBR	VOID	VENDOR#	EMP VENDOR NAME	CHECK AMT	VOID AMT	WARRANT	COMMENT
09/05/2025	339675	P	999000	AUREF - Utility Customer Refunds	\$1.59	0	0905251	1312 SACRAMENTO BLVD
09/05/2025	339676	P	999000	AUREF - Utility Customer Refunds	\$126.95	0	0905251	1010 ADAMS ST
09/05/2025	339677	P	999000	AUREF - Utility Customer Refunds	\$38.46	0	0905251	2556 MAGNOLIA CT
09/05/2025	339678	VOID	999000	AUREF - Utility Customer Refunds	\$0.00	240.04	0905251	VOID AFTER UPDATE 09/15/2025
09/05/2025	339679	P	999000	AUREF - Utility Customer Refunds	\$59.73	0	0905251	2433 GEORGE WASHINGTON WAY 420
09/05/2025	339680	P	999000	AUREF - Utility Customer Refunds	\$177.71	0	0905251	2355 UPRIVER AVE
09/05/2025	339681	P	999000	AUREF - Utility Customer Refunds	\$135.97	0	0905251	425 BRADLEY BLVD Apt 124
09/05/2025	339682	P	999000	AUREF - Utility Customer Refunds	\$216.95	0	0905251	1900 STEVENS DR 106
09/05/2025	339683	P	999000	AUREF - Utility Customer Refunds	\$15.00	0	0905251	1807 STEVENS DR
09/05/2025	339684	P	999000	AUREF - Utility Customer Refunds	\$38.50	0	0905251	2895 PAULING AVE Apt 339
09/05/2025	339685	P	999000	AUREF - Utility Customer Refunds	\$169.86	0	0905251	324 DELAFIELD AVE
09/05/2025	339686	P	999000	AUREF - Utility Customer Refunds	\$94.08	0	0905251	1105 BENHAM ST
09/05/2025	339687	P	999000	AUREF - Utility Customer Refunds	\$57.67	0	0905251	1790 LESLIE RD 308
09/05/2025	339688	P	999000	AUREF - Utility Customer Refunds	\$89.04	0	0905251	1790 LESLIE RD 303
09/05/2025	339689	P	999000	AUREF - Utility Customer Refunds	\$59.52	0	0905251	1770 LESLIE RD 321
09/05/2025	339690	P	999000	AUREF - Utility Customer Refunds	\$198.98	0	0905251	1651 APRIL LOOP
09/05/2025	339691	P	999000	AUREF - Utility Customer Refunds	\$59.44	0	0905251	2665 KINGSGATE WAY Apt E149
09/05/2025	339692	P	999000	AUREF - Utility Customer Refunds	\$162.33	0	0905251	2404 CAMDEN ST
09/05/2025	339693	P	999000	AUREF - Utility Customer Refunds	\$269.43	0	0905251	3873 CORVINA ST
09/05/2025	339694	P	999000	AUREF - Utility Customer Refunds	\$14.44	0	0905251	4424 STARLIT LN Unit 101
09/05/2025	339695	P	11079	AUTOZONE STORES LLC	\$328.34	0	0905251	VEH#1228 WO#77735 OIL FILTER A
09/05/2025	339696	P	10780	BASIN SOD INC	\$214.58	0	0905251	CLAYBELL - SOD REPAIR
09/05/2025	339697	P	10301	BAVCO	\$366.10	0	0905251	MCMURRAY PARK - BACKFLOW ASSY
09/05/2025	339698	P	10281	BENTON COUNTY	\$190,248.55	0	0905251	CUSTODY COSTS JULY 2025
09/05/2025	339699	P	10207	BENTON COUNTY AUDITOR	\$27.00	0	0905251	Images 8/7/25
09/05/2025	339700	P	10008	BENTON PUD	\$393.95	0	0905251	Badger Sub Service - Utility B
09/05/2025	339701	P	32636	TONA CADWELL	\$53.90	0	0905251	Mileage from Landfill
09/05/2025	339702	P	31177	CENGAGE LEARNING, INC.	\$314.14	0	0905251	LIRARY MATERIALS - LARGE PRINT
09/05/2025	339703	P	10072	CITY OF KENNEWICK	\$6,965.97	0	0905251	Conservative Outreach Water &
09/05/2025	339704	P	10261	CITY OF RICHLAND	\$941.75	0	0905251	Water for Hydrant Meter - Sys
09/05/2025	339705	P	11516	COLEMAN OIL COMPANY	\$1,412.10	0	0905251	LANDFILL - CLEAR
09/05/2025	339706	P	11526	CORWIN OF PASCO LLC	\$269.97	0	0905251	VEH#2467 WO#77738 TPMS KIT SEN
09/05/2025	339707	P	11486	COYOTE RIDGE CORRECTIONS CENTER	\$829.11	0	0905251	Landfill Clean Up Crew August

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CHECK DATE	CHECK NBR	VOID	VENDOR#	EMP VENDOR NAME	CHECK AMT	VOID AMT	WARRANT	COMMENT
09/05/2025	339708	P	32592	CROSS REITER INC	\$15,845.25	0	0905251	GWW Sidewalk Retaining Wall De
09/05/2025	339709	P	10950	DREAM BUILDERS LLC	\$8,650.71	0	0905251	Street Latecomer Reimbursement
09/05/2025	339710	P	31491	ELLISON EARTHWORKS LLC	\$615,218.51	0	0905251	Stevens Dr Reconstruction, CON
09/05/2025	339711	P	32330	GARY B HEATON	\$1,530.00	0	0905251	RED MTN LEASE 09/01-09/30/25
09/05/2025	339712	P	31209	WALTEK II, INCORPORATED	\$19,524.00	0	0905251	Soil Testing S. Orchards Ph2 J
09/05/2025	339713	P	32521	K&L GATES LLP	\$8,000.00	0	0905251	Federal Policy Representation
09/05/2025	339714	P	31660	KELLEY CREATE CO	\$6.26	0	0905251	RPD-EVIDENCE USAGE 7/29/25-8/2
09/05/2025	339715	P	31660	KELLEY CREATE CO	\$2,948.07	0	0905251	RPD COPIER LEASE ST 74 AUG; US
09/05/2025	339716	P	31378	SOUTHWEST ANSWERING SERVICE INC	\$249.71	0	0905251	Answering Service August 2025
09/05/2025	339717	P	11667	KENWORTH SALES COMPANY	\$533.06	0	0905251	VEH#3364 WO#77691 WHEEL STUD,
09/05/2025	339718	P	32092	LOOMIS ARMORED US LLC	\$1,623.65	0	0905251	ARMORED CAR SERVICE AUGUST 202
09/05/2025	339719	P	10578	MIDWEST TAPE	\$6,638.95	0	0905251	HOOPLA USAGE AUGUST 2025 - LIB
09/05/2025	339720	P	11428	MIGHTY JOHNS PORTABLE TOILET & SEPTIC SERVICE INC	\$4,803.00	0	0905251	COL PT MARINA - PORT-A-POTTY R
09/05/2025	339721	P	10660	MILNE NAIL, POWER TOOL & REPAIR	\$588.03	0	0905251	MIGUEL - TOOLS
09/05/2025	339722	P	32444	MIRIAM TECHNOLOGIES INC	\$1,206.57	0	0905251	WEBCHECK SERVICE AUGUST 2025
09/05/2025	339723	P	10358	PYE-BARKER FIRE & SAFETY	\$195.66	0	0905251	RANGE ALARM REPAIR
09/05/2025	339724	P	31674	P&F AUTOMOTIVE WAREHOUSE INC	\$6,756.22	0	0905251	BRADLEY LOTS - FLAIL MOW
09/05/2025	339725	P	32597	TAMPA ENTERPRISES LLC	\$1,414.38	0	0905251	STIHL BACKPACK BLOWERS
09/05/2025	339726	P	32250	ODP BUSINESS SOLUTIONS LLC	\$95.64	0	0905251	BUSINESS CARDS - DEZEMBER, LUC
09/05/2025	339727	P	10981	OIL RE-REFINING CO	\$847.30	0	0905251	Recycled Oil Hauled 8/8/25
09/05/2025	339728	P	12470	OVERDRIVE INC	\$7,748.89	0	0905251	LIBRARY MATERIALS - E/AUDIOBOO
09/05/2025	339729	P	10357	OXARC INC	\$192.67	0	0905251	FLEET - WELDING SUPPLIES
09/05/2025	339730	P	31206	CI - PW LLC	\$86.88	0	0905251	WATER FOR ENERGY SERVICES
09/05/2025	339731	P	10862	PARAMETRIX INC	\$896.40	0	0905251	2024 Landfill Environmental Mo
09/05/2025	339732	P	999002	PERMIT REFUND	\$48.40	0	0905251	Royal Roofing_1925 Everest Ave
09/05/2025	339733	P	11026	POCKETINET COMMUNICATIONS INC	\$1,130.00	0	0905251	INTERNET SERVICES 09/01-09/30/
09/05/2025	339734	P	31221	ALLEY ENTERPRISES INC.	\$92.41	0	0905251	NOTARY STAMP - EUBANK
09/05/2025	339735	P	10047	R.D. OFFUTT COMPANY	\$86.05	0	0905251	VEH#6649 WO#77752 FILTERS
09/05/2025	339736	P	11136	RICHARD SCHURFELD	\$258.00	0	0905251	PORTAL SERVICE LOCATES AUGUST
09/05/2025	339737	P	32622	REMY CORPORATION	\$1,550.00	0	0905251	Workday Project Management Ser
09/05/2025	339738	P	10939	RETAIL LOCKBOX INC	\$3,216.84	0	0905251	UB PAYMENT PROCESSING AUGUST 2
09/05/2025	339739	P	10311	SEA WESTERN INC	\$841.99	0	0905251	FD WILDLAND BOOTS SIMS, GRUBEN
09/05/2025	339740	P	11563	SMARSH, INC.	\$83.42	0	0905251	SR-205 Smarsh 2025 Annual Rene

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CHECK DATE	CHECK NBR	VOID	VENDOR#	EMP VENDOR NAME	CHECK AMT	VOID AMT	WARRANT	COMMENT
09/05/2025	339741	P	10536	SPRAGUE PEST SOLUTIONS	\$933.90	0	0905251	August Pest Control Fiber Hut
09/05/2025	339742	P	31740	BRADDON STIGALL	\$10.00	0	0905251	Excise tax for Easement - Audi
09/05/2025	339743	P	31735	MARQUES HARRER	\$947.61	0	0905251	UNIFORM ACADEMY PT SHIRTS - MO
09/05/2025	339744	P	31051	THE GOODYEAR TIRE & RUBBER COMPANY	\$6,349.28	0	0905251	VEH#3397 WO#77679 NEW TIRES
09/05/2025	339745	P	10027	THE PAPE' GROUP	\$647.65	0	0905251	VEH#7171 WO#77593 REPAIR PNY M
09/05/2025	339746	P	10481	WEST PUBLISHING CORPORATION	\$2,878.51	0	0905251	ONLINE/SOFTWARE SUBSCRIPTION C
09/05/2025	339747	P	10106	US LINEN & UNIFORM	\$30.91	0	0905251	RPD TOWEL DELIVERY 8/26/2025
09/05/2025	339748	P	32441	VERSATERM PUBLIC SAFETY USA INC	\$5,350.00	0	0905251	PUBLIC PORTAL ANNUAL RENEWAL 1
09/05/2025	339749	P	10427	WA STATE DEPARTMENT OF HEALTH	\$43,490.88	0	0905251	#DWL23484 DWSRF 2025 LOAN PMT
09/05/2025	339750	P	999003	WASTEWORX REFUND	\$196.62	0	0905251	BARNHART CRANE MISAPPLIED PAYM
09/10/2025	339751	P	11063	A & E TOWING LLC	\$815.25	0	0910251	VEH#3332 WO#77693 TOW TO SHOPS
09/10/2025	339752	P	10000	KBL, INC.	\$120.87	0	0910251	Contract Manuals for Street Li
09/10/2025	339753	P	10838	GRIGG ENTERPRISES INC	\$14.76	0	0910251	hitch pin for truck 2455
09/10/2025	339754	P	31632	ADCOMM ENGINEERING LLC	\$3,800.00	0	0910251	CAD/RADIO/IT/PHONE-CALL IN SUP
09/10/2025	339755	P	11197	LUCAS M MILLER	\$1,060.00	0	0910251	2025 Annual RR Crossing Inspec
09/10/2025	339756	P	11492	ALS GROUP USA CORP	\$550.00	0	0910251	WWTP Influent/Effluent Quarter
09/10/2025	339757	P	31317	AMERICAN WEST INDUSTRIES	\$1,132.65	0	0910251	VEH#3372 WO#77338 REBUILD CYLI
09/10/2025	339758	P	32608	ANATEK LABS INC	\$125.00	0	0910251	WW Sampling
09/10/2025	339759	P	10644	ANIXTER INC	\$23,937.91	0	0910251	Switchgear
09/10/2025	339760	P	10317	APOLLO SHEET METAL INC	\$610.30	0	0910251	HVAC REPAIRS - BADGER
09/10/2025	339761	P	31678	AT&T CORP	\$68.83	0	0910251	FAX LINES 07/22-08/21/25
09/10/2025	339762	P	999000	AUREF - Utility Customer Refunds	\$189.61	0	0910251	2773 SAWGRASS LOOP
09/10/2025	339763	P	10367	BANK OF AMERICA	\$2,382.21	0	0910251	BANK ANALYSIS FEES
09/10/2025	339764	P	32721	BARRY SLATER, INC	\$1,500.00	0	0910251	Monthly Subscription - Rep'd
09/10/2025	339765	P	10207	BENTON COUNTY AUDITOR	\$40.00	0	0910251	Images 9/8/25
09/10/2025	339766	P	10009	COUNTY OF BENTON	\$48,871.20	0	0910251	BENTON COUNTY OFFICE OF PUBLIC
09/10/2025	339767	P	10009	COUNTY OF BENTON	\$579.96	0	0910251	CRIME VICTIMS BCDC AUGUST 25
09/10/2025	339768	P	10008	BENTON PUD	\$900.70	0	0910251	BADGER/SILLUSI UTILITIES 07/23
09/10/2025	339769	P	32697	BOWMAN CONSULTING GROUP LTD	\$1,386.25	0	0910251	Sewer & SW Financial Plan & Ra
09/10/2025	339770	P	10123	CASCADE TITLE COMPANY	\$830.80	0	0910251	Badger Mtn Park - Limited Liab
09/10/2025	339771	P	10250	CH2O INC	\$73.84	0	0910251	August 2025 boiler testing
09/10/2025	339772	P	10597	CHARTER COMMUNICATIONS	\$154.80	0	0910251	CABLE SERVICES 08/30-09/29/25
09/10/2025	339773	P	10135	CI SUPPORT LLC	\$180.75	0	0910251	2 - 64 GALLON RECURRING SHRED

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CHECK DATE	CHECK NBR	VOID	VENDOR#	EMP VENDOR NAME	CHECK AMT	VOID AMT	WARRANT	COMMENT
09/10/2025	339774	P	10261	CITY OF RICHLAND	\$35.95	0	0910251	Water Usage Hydrant Meter SGWW
09/10/2025	339775	P	10261	CITY OF RICHLAND	\$1,884.16	0	0910251	25-258 SKINNER UAS CRIME/COLLI
09/10/2025	339776	P	10030	COLE INDUSTRIAL INC	\$10,870.00	0	0910251	WWTP Boiler Rental, Contract #
09/10/2025	339777	P	11516	COLEMAN OIL COMPANY	\$39,642.17	0	0910251	Diesel refill for boilers
09/10/2025	339778	P	31360	COMMONSTREET CONSULTING LLC	\$5,097.00	0	0910251	Downtown Connectivity ROW Serv
09/10/2025	339779	P	10509	COMPUTER DISCOUNT WAREHOUSE	\$145.49	0	0910251	INC-4929 DYMO Label Writer for
09/10/2025	339780	P	999014	CONSERVATION REBATES	\$8,716.00	0	0910251	\$8716 Lighting Rebate
09/10/2025	339781	P	999014	CONSERVATION REBATES	\$432.00	0	0910251	\$432 LIGHTING REBATE
09/10/2025	339782	P	999014	CONSERVATION REBATES	\$440.00	0	0910251	\$440 LIGHTING REBATE
09/10/2025	339783	P	999014	CONSERVATION REBATES	\$10,464.00	0	0910251	\$10464 REBATE
09/10/2025	339784	P	10034	CONSOLIDATED ELECTRICAL DISTRIBUTORS INC	\$2,225.63	0	0910251	WP & Copper Wire
09/10/2025	339785	P	12494	CONSOR NORTH AMERICA INC	\$3,990.75	0	0910251	WWTF AERATION BASIN #2 RETROFI
09/10/2025	339786	P	11486	COYOTE RIDGE CORRECTIONS CENTER	\$476.59	0	0910251	Landfill Clean Up Crew Aug 202
09/10/2025	339787	P	31562	KATHY DEE	\$396.20	0	0910251	CLASS 10285
09/10/2025	339788	P	10139	DEPARTMENT OF ECOLOGY	\$1,102.22	0	0910251	Lab accreditation 7/22/25-7/21
09/10/2025	339789	P	10589	DEZURIK, INC.	\$13,476.93	0	0910251	Plug Valves for Digester Upgra
09/10/2025	339790	P	32490	EAGLE ROOFING & SIDING LLC	\$869.60	0	0910251	CDBG OOR - 912 SNOW AVE
09/10/2025	339791	P	11362	ELIJAH FAMILY HOMES	\$21,192.37	0	0910251	HOME ARP CAPACITY BUILDING AUG
09/10/2025	339792	P	32413	ARCHA RODNEY EMERSON	\$274.40	0	0910251	CLASS 10297
09/10/2025	339793	P	31170	HIS DIME, LLC	\$513.85	0	0910251	FLEET - SHOP SUPPLIES - OUT OF
09/10/2025	339794	P	10268	FEDERAL EXPRESS CORP	\$98.63	0	0910251	Item return to Hach for repair
09/10/2025	339795	P	31444	CODY M WAREHAM	\$565.25	0	0910251	VEH#2456 WO#77777 TOW TO SHOPS
09/10/2025	339796	P	31564	FNS COLLISION GROUP INC	\$2,223.89	0	0910251	VEH#1212 WO#77701 - PAINT DOOR
09/10/2025	339797	P	31564	FNS COLLISION GROUP INC	\$2,222.81	0	0910251	VEH#2446 WO#77700 - PAINT DOOR
09/10/2025	339798	P	31564	FNS COLLISION GROUP INC	\$2,865.88	0	0910251	VEH#2468 WO#77703 - PAINT DOOR
09/10/2025	339799	P	31564	FNS COLLISION GROUP INC	\$2,208.02	0	0910251	VEH#2442 WO#77702 PAIN DOORS B
09/10/2025	339800	P	11585	GALLS, LLC	\$1,008.43	0	0910251	ICAC VEST -RAMOS
09/10/2025	339801	P	10203	W.W. GRAINGER, INC	\$3,756.70	0	0910251	Safety Glasses
09/10/2025	339802	P	10203	W.W. GRAINGER, INC	\$184.05	0	0910251	Grainger Items
09/10/2025	339803	P	32125	HD SUPPLY INC	\$1,242.20	0	0910251	Lab supplies - TSS filters
09/10/2025	339804	P	11813	HERC RENTALS INC	\$11.66	0	0910251	Propane refueling for WWTP
09/10/2025	339805	P	31778	VINCENT HUPF	\$2.00	0	0910251	25-267 HUPF FBI LEEDA ELI PUYA
09/10/2025	339806	P	31209	WALTEK II, INCORPORATED	\$2,368.50	0	0910251	Soil Testing Broadmoor St Spee

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CHECK DATE	CHECK NBR	VOID	VENDOR#	EMP VENDOR NAME	CHECK AMT	VOID AMT	WARRANT	COMMENT
09/10/2025	339807	P	30005	INTERWEST TECHNOLOGY SYSTEMS INC	\$486.98	0	0910251	Sr-3345 2025 City-Wide Genetec
09/10/2025	339808	P	10406	JUB ENGINEERS INC	\$28,857.30	0	0910251	Battelle Boulevard & Utilities
09/10/2025	339809	P	31585	JACKSON GROUP PETERBILT, INC.	\$1,692.10	0	0910251	VEH#3332 WO#77693 CONVERTER
09/10/2025	339810	P	31660	KELLEY CREATE CO	\$36.93	0	0910251	Xerox/XERC410 8/11/2025 to 9/1
09/10/2025	339811	P	31660	KELLEY CREATE CO	\$1,146.86	0	0910251	AGREEMENT 112-3056713-000 C907
09/10/2025	339812	P	31660	KELLEY CREATE CO	\$148.92	0	0910251	SEPTEMBER COPIER LEASE - PURCH
09/10/2025	339813	P	11667	KENWORTH SALES COMPANY	\$2,249.35	0	0910251	VEH#3359 WO#77606 BRAKE KIT
09/10/2025	339814	P	32652	KIMLEY-HORN AND ASSOCIATES INC	\$8,665.00	0	0910251	GEN PARKING REQS CONSULTANT SE
09/10/2025	339815	P	11199	LIBERTY LAWN & SAW SHOP	\$7.59	0	0910251	VEH#0030 WO#77159 PAYING REMAI
09/10/2025	339816	P	11473	PATTI L MASON	\$611.10	0	0910251	CLASS 10333, 10346
09/10/2025	339817	P	10093	MCCURLEY INTEGRITY DEALERSHIPS, LLC	\$245.03	0	0910251	VEH#2342 WO#77521 REPROGRAM BC
09/10/2025	339818	P	32596	MIDLAND SCIENTIFIC INC	\$484.54	0	0910251	Lab supply - Hach TNT820
09/10/2025	339819	P	11358	JO ANN MILLER	\$298.20	0	0910251	CLASS 10261, 10273
09/10/2025	339820	P	32627	LORAIN DANIEL	\$6,320.00	0	0910251	Design for Cityview & Truman B
09/10/2025	339821	P	10751	CAR WASH PARTNERS INC	\$1,905.31	0	0910251	FLEET - DEPT CAR WASHES - MIST
09/10/2025	339822	P	10371	MOTOROLA SOLUTIONS INC	\$387,862.80	0	0910251	PROSSER BUTTE EQUIPMENT REPLAC
09/10/2025	339823	P	12132	NATIONAL ASSOCIATION FOR COUNTY COMMUNITY AND	\$275.00	0	0910251	2025 CDBG Financial Reporting
09/10/2025	339824	P	10376	NEW PIG CORPORATION	\$2,592.94	0	0910251	Wall mount spill kit cabinets,
09/10/2025	339825	P	30272	CLEAN CONCEPTS GROUP, INC	\$2,747.72	0	0910251	FLEET - WASH BAY SOAP
09/10/2025	339826	P	32250	ODP BUSINESS SOLUTIONS LLC	\$23.74	0	0910251	NOTEBOOKS
09/10/2025	339827	P	12470	OVERDRIVE INC	\$289.07	0	0910251	LIBRARY MATERIALS - E/AUDIOBOO
09/10/2025	339828	P	10357	OXARC INC	\$24.09	0	0910251	Cylinder Rental Aug 2025
09/10/2025	339829	P	31206	CI - PW LLC	\$109.69	0	0910251	Water delivery WWTP
09/10/2025	339830	P	10862	PARAMETRIX INC	\$12,382.88	0	0910251	2025 Landfill Environmental Mo
09/10/2025	339831	P	30429	JORY PARISH	\$45.00	0	0910251	25-330 PARISH HONOR GUARD TEAM
09/10/2025	339832	P	31798	PERFORMANCE SYSTEMS INTEGRATION LLC	\$509.82	0	0910251	PORTABLE EXTINGUISHERS INSPECT
09/10/2025	339833	P	999002	PERMIT REFUND	\$250.00	0	0910251	PW Utility Trenching Permit Fe
09/10/2025	339834	P	30032	WINCAN LLC	\$1,500.00	0	0910251	SR-4903 WinCan Support & Maint
09/10/2025	339835	P	12238	REXEL USA, INC	\$32.31	0	0910251	100-WIRE CONNECTORS FOR WTP
09/10/2025	339836	P	32304	RAD TOWING INC	\$709.42	0	0910251	RPD TOW CHARGE CASE # 25-03275
09/10/2025	339837	P	10047	R.D. OFFUTT COMPANY	\$107.74	0	0910251	VEH#6630 WO#77790 DOOR LATCH
09/10/2025	339838	P	11012	RH2 ENGINEERING INC	\$16,522.01	0	0910251	WWTP Anaerobic Digester Functi
09/10/2025	339839	P	11005	DANA CAMARENA	\$3,258.50	0	0910251	CLASSES 10650, 10714, 10412, 1

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09/10/2025	339840	P	32576	DYLAN SCROGGINS	\$510.72	0	0910251	TEMPORARY EASEMENT SCOGGINS 10
09/10/2025	339841	P	12228	SENSERA SYSTEMS INC	\$2,738.16	0	0910251	SiteCloud Services
09/10/2025	339842	P	11799	SERV-A-PURE COMPANY	\$440.00	0	0910251	Mixed bed DI tank for lab
09/10/2025	339843	P	31824	KEVON SKINNER	\$45.00	0	0910251	25-327 SKINNER HONOR GUARD TEA
09/10/2025	339844	P	32667	JAMES SLEIMAN	\$45.00	0	0910251	25-329 SLEIMAN HONOR GUARD TEA
09/10/2025	339845	P	32700	SPEEDY MOVERS	\$434.80	0	0910251	Flexbox x2 September 2025
09/10/2025	339846	P	32320	SPOKANE HOUSE OF HOSE INC	\$274.28	0	0910251	VEH#3373 WO#77680 AIR HOSE
09/10/2025	339847	P	10359	US LINEN & UNIFORM	\$1,304.75	0	0910251	2025 NNO LADIES POLO SHIRTS
09/10/2025	339848	P	10961	TACOMA SCREW PRODUCTS INC	\$335.23	0	0910251	Ball valves and pipe fittings
09/10/2025	339849	P	10810	TECHSMITH CORPORATION	\$975.30	0	0910251	SR-4979 Camtasia & Snagit Main
09/10/2025	339850	P	31051	THE GOODYEAR TIRE & RUBBER COMPANY	\$3,405.30	0	0910251	VEH#3340 WO#77533 TIRE CHANGE
09/10/2025	339851	P	10642	SIRJMR INC	\$487.04	0	0910251	RPD COFFEE DELIVERY & EQUIP RE
09/10/2025	339852	P	10128	THE MCCLATCHY COMPANY	\$2,689.23	0	0910251	ITB25-0076 LESLIE GROVES TENNI
09/10/2025	339853	P	10907	TRI CITY REGIONAL CHAMBER OF COMMERCE	\$199.00	0	0910251	09/2025 WIB CONFERNCE S. RAHSE
09/10/2025	339854	P	32570	TRIPEPI, SMITH & ASSOCIATES, INC	\$9,250.00	0	0910251	Citywide Strategic Communicati
09/10/2025	339855	P	30040	ULINE	\$272.01	0	0910251	Jumbo Bath Tissue Dispenser -
09/10/2025	339856	P	10106	US LINEN & UNIFORM	\$147.34	0	0910251	FLEET - SHOP APPAREL
09/10/2025	339857	P	10202	NORTHWEST ONE CALL SUBSURFACE WARNING SYSTEM	\$324.00	0	0910251	Locating Services Aug 2025
09/10/2025	339858	P	30114	VIAVI SOLUTIONS INC.	\$835.90	0	0910251	AEROFLEX CALIBRATION
09/10/2025	339859	P	11802	TRI CITIES VISITOR & CONVENTION BUREAU	\$122,858.25	0	0910251	VISIT TRI-CITIES CONTRACT DUES
09/10/2025	339860	P	10173	WASHINGTON STATE TREASURER	\$37,654.92	0	0910251	08/25 FINES & FORFEITURES BC
09/10/2025	339861	P	10147	WILBUR-ELLIS HOLDINGS II, INC	\$39,247.05	0	0910251	Fertilizer and Herbicides
09/10/2025	339862	P	10414	WILDLANDS INC	\$4,366.71	0	0910251	City-Wide Wetland Maintenance
09/10/2025	339863	P	11056	WT COX SUBSCRIPTIONS	\$5,253.25	0	0910251	DIGITAL RESOURCES -MAGAZINE SU
09/12/2025	339864	P	32257	ABSOLUTE SOFTWARE INC	\$31,503.43	0	0912251	NETMOTION LICENSE RENEWAL
09/12/2025	339865	P	10838	GRIGG ENTERPRISES INC	\$362.96	0	0912251	LESLIE GROVES - EQUIPMENT
09/12/2025	339866	P	10459	ALLSTAR CONSTRUCTION GROUP INC	\$119,545.03	0	0912251	Thayer Dr Streetlight Replacem
09/12/2025	339867	P	11213	ALTEC INDUSTRIES INC	\$393.20	0	0912251	VEH#3389 WO#77772 FILTERS
09/12/2025	339868	P	11633	AMERICOOOL HEATING AND A/C LLC	\$11,563.51	0	0912251	651 Chestnut - Buchanan - HVAC
09/12/2025	339869	P	10537	APOLLO INC	\$983,954.39	0	0912251	HR Landfill Exp Ph 2 Early Sit
09/12/2025	339870	P	999000	AUREF - Utility Customer Refunds	\$83.24	0	0912251	1326 MEDLEY DR
09/12/2025	339871	P	11079	AUTOZONE STORES LLC	\$182.10	0	0912251	VEH#3340 WO#77754 PARTS CLEAN
09/12/2025	339872	P	10301	BAVCO	\$137.94	0	0912251	BYPASS SHELTERBELT - BACKFLOW

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09/12/2025	339873	P	10518	BEAVER BARK & ROCK	\$148.35	0	0912251	PARKWAY - LANDSCAPING
09/12/2025	339874	P	10009	COUNTY OF BENTON	\$101,140.87	0	0912251	BENTON COUNTY DIST. COURT & PR
09/12/2025	339875	P	10012	BENTON FRANKLIN COUNCIL OF GOVERNMENTS	\$4,304.17	0	0912251	TCRPF EXPENSES 2022-2025
09/12/2025	339876	P	10158	BENTON RURAL ELECTRIC ASSOCIATION	\$45.52	0	0912251	FIRE - COLLINS RD RADIO TOWER
09/12/2025	339877	P	10546	BOUND TREE MEDICAL LLC	\$304.25	0	0912251	TRAINING/PEAC - NEEDLE CRI KIT
09/12/2025	339878	P	32697	BOWMAN CONSULTING GROUP LTD	\$5,722.50	0	0912251	22-22 COSA AND FINANCIAL ANALY
09/12/2025	339879	P	31747	BRUCKNER TRUCK SALES INC	\$2,658.22	0	0912251	VEH#3320 WO#77210 RETURN FILTE
09/12/2025	339880	P	31841	CAMPBELL & COMPANY SERVICE CORPORATION	\$2,400.00	0	0912251	550 Fuller St - Leasure - HVAC
09/12/2025	339881	P	11685	CARDINAL HEALTH 130, LLC	\$610.35	0	0912251	RFES - MEDICAL SUPPLIES
09/12/2025	339882	P	30045	CHARTER COMMUNICATIONS HOLDINGS, LLC	\$599.94	0	0912251	RFES - CHARTER 71-75 8/23-0/22
09/12/2025	339883	P	10135	CI SUPPORT LLC	\$47.96	0	0912251	RFES - SHREDDING SERVICES
09/12/2025	339884	P	10261	CITY OF RICHLAND	\$4,126.69	0	0912251	UTILITIES 07/14-09/01/25
09/12/2025	339885	P	10261	CITY OF RICHLAND	\$1,599.63	0	0912251	25-073 ESRI USER CONFERENCE
09/12/2025	339886	P	10261	CITY OF RICHLAND	\$1,400.00	0	0912251	2413 Mark - Lomax - HVAC Rebat
09/12/2025	339887	P	10830	CULBERT CONSTRUCTION INC	\$315,473.30	0	0912251	Systemic Stop Control Intersec
09/12/2025	339888	P	10453	DELTA HEATING & COOLING INC	\$28,512.05	0	0912251	2413 Mark - Lomax - HVAC Loan
09/12/2025	339889	P	32477	DOOLITTLE HOLDINGS LLC	\$422,303.20	0	0912251	2025 Microsurfacing, Contract
09/12/2025	339890	P	11169	EFFICIENCY SOLUTIONS LLC	\$6,687.50	0	0912251	C07-21 COMMERCIAL ENERGY EFFIC
09/12/2025	339891	P	32219	ENERGY PRO INSULATION INC	\$2,946.00	0	0912251	2401 Olympia St - Birdzell -In
09/12/2025	339892	P	11044	EWING IRRIGATION PRODUCTS INC	\$2,601.27	0	0912251	SHELTER BELT BYPASS - IRR REPA
09/12/2025	339893	P	32174	FAIRBANK EQUIPMENT INC	\$19.62	0	0912251	CHEM ROOM SPRAY EQUIP MAINT
09/12/2025	339894	P	31564	FNS COLLISION GROUP INC	\$2,233.68	0	0912251	VEH#2475 WO#77796 PAINT DOORS
09/12/2025	339895	P	31564	FNS COLLISION GROUP INC	\$2,238.02	0	0912251	VEH#2478 WO#77794 PAINT DOORS
09/12/2025	339896	P	31564	FNS COLLISION GROUP INC	\$2,215.63	0	0912251	VEH#2476 WO#77797 PAINT DOORS
09/12/2025	339897	P	31564	FNS COLLISION GROUP INC	\$2,233.68	0	0912251	VEH#1215 WO#77795 PAINT DOORS
09/12/2025	339898	P	11157	FRONTIER COMMUNICATIONS NORTHWEST, INC.	\$250.04	0	0912251	FAX LINES 09/01-09/30/25
09/12/2025	339899	P	11157	FRONTIER COMMUNICATIONS NORTHWEST, INC.	\$519.50	0	0912251	INTERNET SERVICES 09/01-09/30/
09/12/2025	339900	P	10220	FRONTIER FENCE INC	\$1,717.46	0	0912251	2025 City-Wide On-Call Repair
09/12/2025	339901	P	11585	GALLS, LLC	\$710.69	0	0912251	FIRE - SHIELDS, PROMOTIONAL
09/12/2025	339902	P	10387	PLAYCORE WISCONSIN INC	\$8,675.46	0	0912251	ULTRASITE - 8' EXTRA HEAVY DUT
09/12/2025	339903	P	10051	GLASS NOOK INC	\$2,892.00	0	0912251	1140 COUNTRY RIDGE DR - LEAHY

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09/12/2025	339904	P	32615	GMP CONSULTANTS	\$1,238.00	0	0912251	Executive Recruitment Services
09/12/2025	339905	P	10063	JACOBS & RHODES INC	\$4,600.00	0	0912251	915 Smith - Frost - HVAC Rebat
09/12/2025	339906	P	31660	KELLEY CREATE CO	\$60.43	0	0912251	JULY COPIER CHARGES - PURCHASI
09/12/2025	339907	P	30799	MEDLINE INDUSTRIES INC.	\$1,958.79	0	0912251	FIRE - MEDICAL GLOVES
09/12/2025	339908	P	11428	MIGHTY JOHNS PORTABLE TOILET & SEPTIC SERVICE INC	\$259.00	0	0912251	BADGER SPLASH PAD - RESTROOM -
09/12/2025	339909	P	32250	ODP BUSINESS SOLUTIONS LLC	\$30.38	0	0912251	Business Cards for J. Carpenter
09/12/2025	339910	P	10357	OXARC INC	\$1,160.38	0	0912251	NITROGEN RENTALS FOR MPP
09/12/2025	339911	P	10232	PERFECTION GLASS INC	\$1,296.00	0	0912251	1930 Orchard Wy - Mcelroy - Wi
09/12/2025	339912	P	31798	PERFORMANCE SYSTEMS INTEGRATION LLC	\$166.15	0	0912251	RECHARGE FIRE EXTINGUISHER
09/12/2025	339913	P	10047	R.D. OFFUTT COMPANY	\$85.39	0	0912251	VEH#6685 WO#77835 FILTERS
09/12/2025	339914	P	10894	STRYKER SALES CORPORATION	\$33.47	0	0912251	XPEDITION-STAIR CHAIR
09/12/2025	339915	P	10913	STUDDARD, DOUG	\$1.36	0	0912251	25-268 STUDDARD HOTEL REIMB
09/12/2025	339916	P	11166	TAPANI INC	\$241,314.00	0	0912251	Tapteal 2 Truman Ave Pump Stat
09/12/2025	339917	P	11295	TOWNSEND CONTROLS & ELECTRIC LLC	\$434.43	0	0912251	2025 WWTP On-Call SCADA Suppor
09/12/2025	339918	P	10187	TRANS UNION LLC	\$76.09	0	0912251	Credit Reporting Monthly Base
09/12/2025	339919	P	32570	TRIEPEI, SMITH & ASSOCIATES, INC	\$10,102.50	0	0912251	Citywide Strategic Communicati
09/12/2025	339920	P	11131	JAMES BACEL HOPKINS III	\$1,216.90	0	0912251	RFES - UNIFORM LAUNDRY
09/12/2025	339921	P	10512	US BANK N A	\$375.00	0	0912251	AUGUST 2025 POOLED INVESTMENT
09/12/2025	339922	P	11846	WESTERN EQUIPMENT & IRRIGATION DISTRIBUTORS	\$259.55	0	0912251	VEH#7172 WO#77634 V BELTS
09/12/2025	339923	P	12483	ZOLL MEDICAL SUPPLY	\$1,257.12	0	0912251	RFES MEDICAL SUPPLIES - CPR ST
09/16/2025	339924	P	31961	ANDERSON & ZENTZ PLLC	\$2,169.00	0	091625PP	NON COVERED DENTAL
09/16/2025	339925	P	10167	MIKE CASE	\$336.15	0	091625PP	NON COVERED MEDICAL
09/16/2025	339926	P	10028	WILL J CLEAVENGER	\$82.40	0	091625PP	NON COVERED VISION
09/16/2025	339927	P	10038	LARRY COUCH	\$16,975.98	0	091625PP	NON COVERED MEDICAL
09/16/2025	339928	P	10014	JOHN S BOARDMAN	\$540.96	0	091625FP	NON COVERED VISION
09/16/2025	339929	P	10180	CANFIELD, HARRY R	\$800.00	0	091625FP	NON COVERED DENTAL
09/16/2025	339930	P	10054	HEASTON & THOMPSON VISION CLINIC	\$990.00	0	091625FP	NON COVERED VISION
09/16/2025	339931	P	10673	TERRY THRALL	\$39.00	0	091625FP	NON COVERED VISION
09/16/2025	339932	P	10142	ROYAL WEST	\$955.00	0	091625FP	NON COVERED VISION
09/16/2025	339933	P	10148	CRAIG E WILLIAMSON	\$790.00	0	091625FP	NON COVERED VISION
09/17/2025	339934	P	10000	KBL, INC.	\$739.07	0	0917251	CONTRACT MANUALS - LESLIE GROV
09/17/2025	339935	P	10838	GRIGG ENTERPRISES INC	\$210.96	0	0917251	Loppers for groundskeeping

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09/17/2025	339936	P	11664	AGTERRA TECHNOLOGIES INC	\$1,582.28	0	0917251	VEH#2515/77769-6605/77770 FLOW
09/17/2025	339937	P	10644	ANIXTER INC	\$167.94	0	0917251	Fargo Speed Wrenches GP203
09/17/2025	339938	P	31996	JEREMY ATWOOD	\$136.00	0	0917251	25-307 ATWOOD/EQUIPMENT STAGIN
09/17/2025	339939	P	999000	AUREF - Utility Customer Refunds	\$61.53	0	0917251	2665 KINGSGATE WAY Apt H295
09/17/2025	339940	P	999000	AUREF - Utility Customer Refunds	\$138.61	0	0917251	650 GEORGE WASHINGTON WAY Apt
09/17/2025	339941	P	999000	AUREF - Utility Customer Refunds	\$133.73	0	0917251	3003 QUEENSGATE DR Apt 334
09/17/2025	339942	P	999000	AUREF - Utility Customer Refunds	\$284.47	0	0917251	2455 GEORGE WASHINGTON WAY D11
09/17/2025	339943	P	999000	AUREF - Utility Customer Refunds	\$179.82	0	0917251	3003 QUEENSGATE DR Apt 135
09/17/2025	339944	P	999000	AUREF - Utility Customer Refunds	\$83.68	0	0917251	240 BATTELLE BLVD Apt 424
09/17/2025	339945	P	999000	AUREF - Utility Customer Refunds	\$1,234.55	0	0917251	307 HYDRANT METER
09/17/2025	339946	P	999000	AUREF - Utility Customer Refunds	\$156.11	0	0917251	1900 STEVENS DR 508
09/17/2025	339947	P	999000	AUREF - Utility Customer Refunds	\$161.09	0	0917251	250 GAGE BLVD 1096
09/17/2025	339948	P	999000	AUREF - Utility Customer Refunds	\$249.55	0	0917251	2020 NEWCOMER AVE
09/17/2025	339949	P	999000	AUREF - Utility Customer Refunds	\$171.13	0	0917251	1427 DUPORTAIL ST
09/17/2025	339950	P	999000	AUREF - Utility Customer Refunds	\$187.97	0	0917251	250 BATTELLE BLVD Apt 205
09/17/2025	339951	P	999000	AUREF - Utility Customer Refunds	\$139.34	0	0917251	2894 SALK AVE Apt 149
09/17/2025	339952	P	999000	AUREF - Utility Customer Refunds	\$1,766.54	0	0917251	1786 JADWIN AVE
09/17/2025	339953	P	999000	AUREF - Utility Customer Refunds	\$139.47	0	0917251	2000 STEVENS DR 221
09/17/2025	339954	P	999000	AUREF - Utility Customer Refunds	\$219.96	0	0917251	3003 QUEENSGATE DR Apt 332
09/17/2025	339955	P	999000	AUREF - Utility Customer Refunds	\$40.55	0	0917251	1323 BUENA CT
09/17/2025	339956	P	999000	AUREF - Utility Customer Refunds	\$69.40	0	0917251	409 BENHAM ST J
09/17/2025	339957	P	999000	AUREF - Utility Customer Refunds	\$1,429.20	0	0917251	342 HYDRANT METER
09/17/2025	339958	P	999000	AUREF - Utility Customer Refunds	\$240.04	0	0917251	1590 LANTANA AVE
09/17/2025	339959	P	999000	AUREF - Utility Customer Refunds	\$1.05	0	0917251	1333 TAPTEAL DR Ste 105
09/17/2025	339960	P	999000	AUREF - Utility Customer Refunds	\$363.36	0	0917251	1775 COLUMBIA PARK TRL 109
09/17/2025	339961	P	999000	AUREF - Utility Customer Refunds	\$43.89	0	0917251	1214 DEL MAR CT
09/17/2025	339962	P	999000	AUREF - Utility Customer Refunds	\$29.69	0	0917251	2513 DUPORTAIL ST Apt 242
09/17/2025	339963	P	999000	AUREF - Utility Customer Refunds	\$160.12	0	0917251	2360 HOOD AVE A
09/17/2025	339964	P	999000	AUREF - Utility Customer Refunds	\$118.89	0	0917251	1950 BELLERIVE DR 238
09/17/2025	339965	P	999000	AUREF - Utility Customer Refunds	\$66.37	0	0917251	2513 DUPORTAIL ST Apt 113
09/17/2025	339966	P	11037	AMBRO INC	\$43.51	0	0917251	BATTER FOR N 7 VFD AT WTP
09/17/2025	339967	P	10010	BENTON FRANKLIN HEALTH DISTRICT	\$130.00	0	0917251	BOD sample testing
09/17/2025	339968	P	10158	BENTON RURAL ELECTRIC ASSOCIATION	\$161.95	0	0917251	RED MTN UTILITIES 07/31-08/28/

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CHECK DATE	CHECK NBR	VOID	VENDOR#	EMP VENDOR NAME	CHECK AMT	VOID AMT	WARRANT	COMMENT
09/17/2025	339969	P	11778	DSD CAPITAL LLC	\$280.60	0	0917251	Outhouse Landfill Aug 2025
09/17/2025	339970	P	32643	BORDER STATES INDUSTRIES INC	\$1,681.18	0	0917251	Pulling Grips
09/17/2025	339971	P	31747	BRUCKNER TRUCK SALES INC	\$1,137.29	0	0917251	VEH#3342 WO#77756 RESERVOIR PA
09/17/2025	339972	P	30041	CATERPILLAR FINANCIAL SERVICES CORP	\$36,174.26	0	0917251	VEH#7167 - ARTICULATED TRUCK -
09/17/2025	339973	P	10847	CERIUM NETWORKS INC	\$1,059.83	0	0917251	SR-4472 Cerium Remote Support
09/17/2025	339974	P	30116	CHRISTENSEN INC	\$2,410.34	0	0917251	FLEET - DEF AND OIL
09/17/2025	339975	P	10135	CI SUPPORT LLC	\$142.89	0	0917251	ONSITE SHREDDING WO#0345993 -
09/17/2025	339976	P	10055	CITY OF PASCO	\$19,245.50	0	0917251	ANIMAL SHELTERING SERVICES JUL
09/17/2025	339977	P	10261	CITY OF RICHLAND	\$15,158.02	0	0917251	August 2025 sewage sludge/bios
09/17/2025	339978	P	10261	CITY OF RICHLAND	\$4,307.97	0	0917251	25-270 WEF/WEAT 2025 Conferenc
09/17/2025	339979	P	11516	COLEMAN OIL COMPANY	\$29,573.44	0	0917251	Dyed diesel for boilers
09/17/2025	339980	P	11907	SYCURE CORP	\$1,160.00	0	0917251	1Gbps Fiber Service - Septembe
09/17/2025	339981	P	11801	COLUMBIA SAFETY LLC	\$539.06	0	0917251	AED BATTERY
09/17/2025	339982	P	12151	CORE & MAIN LP	\$4,453.83	0	0917251	Ford No Lead Fittings
09/17/2025	339983	P	11444	CORPORATE TRANSLATION SERVICES	\$258.62	0	0917251	TRANSLATION SERVICES 08/01-08/
09/17/2025	339984	P	11526	CORWIN OF PASCO LLC	\$4,823.44	0	0917251	VEH#2560 WO#77742 RING LOCK
09/17/2025	339985	P	11445	DAY MANAGEMENT CORPORATION	\$3,741.64	0	0917251	MICROWAVE MAINTENANCE 09/01-09
09/17/2025	339986	P	11394	DEVRIES BUSINESS RECORDS MANAGEMENT INC	\$64.00	0	0917251	SHREDDING SERVICES
09/17/2025	339987	P	11226	DGR GRANT CONSTRUCTION INC	\$24,601.00	0	0917251	ATTN: NOAH WAGNER - FEE REFUND
09/17/2025	339988	P	10801	DOMESTIC VIOLENCE SVCS OF BNTN & FRNKLN COUNTIES	\$28,038.88	0	0917251	DVS SHELTER REPAIR SEPT BILLIN
09/17/2025	339989	P	10821	ENVIRO-CLEAN EQUIPMENT INC	\$399.77	0	0917251	VEH#3338 WO#77590 WEAR STRIP,
09/17/2025	339990	P	31527	ESF DEVELOPMENT LLC	\$79,098.00	0	0917251	2025 CW Safety & Sec Enhance-B
09/17/2025	339991	P	31170	HIS DIME, LLC	\$130.56	0	0917251	VEH#3419 WO#77594 DECALS
09/17/2025	339992	P	10447	FINAL TOUCH UPHOLSTERY	\$299.20	0	0917251	VEH#2419 WO#77791 REPAIR SEAT
09/17/2025	339993	P	31564	FNS COLLISION GROUP INC	\$1,980.84	0	0917251	VEH#2499 WO#77748 PAINT DOORS
09/17/2025	339994	P	32106	H&L AUTO GLASS LLC	\$1,174.89	0	0917251	VEH#2493 WO#77780 DOOR WINDOW
09/17/2025	339995	P	31398	H.W. LOCHNER INC	\$11,651.25	0	0917251	SOUTH GWW INTERSECTION IMPROVE
09/17/2025	339996	P	32125	HD SUPPLY INC	\$2,048.48	0	0917251	BOD Bottles for lab
09/17/2025	339997	P	10294	HORIZON DISTRIBUTION INC	\$142.51	0	0917251	Floral Shovels for Power Ops
09/17/2025	339998	P	31778	VINCENT HUPF	\$49.00	0	0917251	25-335 HUPF SEATTLE PD VISIT S
09/17/2025	339999	P	10837	INTERGRAPH CORPORATION	\$2,528.00	0	0917251	CAD TRAINING FOR MICHAEL
09/17/2025	340000	P	30005	INTERWEST TECHNOLOGY SYSTEMS INC	\$243.49	0	0917251	Sr-3345 2025 City-Wide Genetec

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CHECK DATE	CHECK NBR	VOID	VENDOR#	EMP VENDOR NAME	CHECK AMT	VOID AMT	WARRANT	COMMENT
09/17/2025	340001	P	10290	JIM'S PACIFIC GARAGES INC	\$28.07	0	0917251	VEH#5051 WO#77862 CHECK VALVE
09/17/2025	340002	P	32424	JUSTIFACTS CREDENTIAL VERIFICATION INC	\$2,610.18	0	0917251	2025 EMPLOYMENT BACKGROUND SER
09/17/2025	340003	P	31660	KELLEY CREATE CO	\$172.83	0	0917251	AGREEMENT 112-1835175-000: XER
09/17/2025	340004	P	11667	KENWORTH SALES COMPANY	\$1,007.65	0	0917251	VEH#3396 WO#77767 HVAC DISCHA
09/17/2025	340005	P	11110	PUD NO. 1 OF KICKITAT COUNTY	\$413.42	0	0917251	GOLGOTHA UTILITIES 08/03-09/03
09/17/2025	340006	P	31459	KPFF INC	\$8,850.00	0	0917251	HR Industrial Park Rail Extens
09/17/2025	340007	P	10432	LANGUAGE LINE SERVICES INC	\$1,811.24	0	0917251	TRANSLATION SERVICES 08/01-08/
09/17/2025	340008	P	10073	LAYNE OF WASHINGTON INC	\$13,690.65	0	0917251	2023 WTP Pump Repairs - #509-2
09/17/2025	340009	P	32536	SHERIDA MADDALENA	\$69.00	0	0917251	25-048 MADDALENA APC CONF SEAT
09/17/2025	340010	P	11652	MENKE JACKSON BEYER LLP	\$6,536.37	0	0917251	ACCT. #471-RICHLAND HOUSING AU
09/17/2025	340011	P	32596	MIDLAND SCIENTIFIC INC	\$257.85	0	0917251	Lab supplies - syringe filters
09/17/2025	340012	P	10083	MONARCH MACHINE & TOOL CO INC	\$13.88	0	0917251	VEH#3419 WO#77857 METAL
09/17/2025	340013	P	10358	PYE-BARKER FIRE & SAFETY	\$133.70	0	0917251	2025 Fire Alarm Insp/Tegris Up
09/17/2025	340014	P	30243	HECTOR MORENO	\$106.00	0	0917251	REIMB OPERATOR 4 EXAM FEE
09/17/2025	340015	P	31674	P&F AUTOMOTIVE WAREHOUSE INC	\$4,969.66	0	0917251	VEH#6613 WO#77553 ANTIFREEZE
09/17/2025	340016	P	31505	SPORTSENGINE INC	\$185.00	0	0917251	BACKGROUND CHECKS - RECREATION
09/17/2025	340017	P	10981	OIL RE-REFINING CO	\$295.00	0	0917251	Recycled Oil Hauled 9/10/2025
09/17/2025	340018	P	12470	OVERDRIVE INC	\$2,971.50	0	0917251	LIBRARY MATERIALS - EBOOK COLL
09/17/2025	340019	P	10357	OXARC INC	\$96.34	0	0917251	Tank rentals August 2025
09/17/2025	340020	P	31206	CI - PW LLC	\$48.88	0	0917251	Weekly water delivery - WWTP
09/17/2025	340021	P	31377	PAYMENTUS CORPORATION	\$3.92	0	0917251	TRANSACTION FEES FOR AUGUST 20
09/17/2025	340022	P	10522	PBS ENGINEERING AND ENVIRONMENTAL LLC	\$81,784.25	0	0917251	Duportail Street Corridor Impr
09/17/2025	340023	P	31798	PERFORMANCE SYSTEMS INTEGRATION LLC	\$273.77	0	0917251	Fire Extinguishers Annual Insp
09/17/2025	340024	P	32669	PILLSBURY WINTHROP SHAW PITTMAN LLP	\$1,930.00	0	0917251	PROFESSIONAL SERVICES RENDERED
09/17/2025	340025	P	10052	PITNEY BOWES INC	\$4,633.00	0	0917251	BILLING PERIOD Jun 29 2025 to
09/17/2025	340026	P	12238	REXEL USA, INC	\$253.06	0	0917251	Struts for Westcliff lift stat
09/17/2025	340027	P	32273	PROCARE FOR YOU PLLC	\$1,203.00	0	0917251	PRE-EMP PHYSICALS (6)
09/17/2025	340028	P	32363	PROCOM LLC	\$20.00	0	0917251	DOT DRUG TESTING: RUVALCABA
09/17/2025	340029	P	11994	PROFESSIONAL SALES AND SERVICE LC	\$956.96	0	0917251	VEH#5049 WO#77615 STAINLESS ST
09/17/2025	340030	P	31210	LEPS-PSS, PLLC	\$2,700.00	0	0917251	2025 PRE-EMPLOYMENT PSYCH EVAL
09/17/2025	340031	P	32304	RAD TOWING INC	\$322.84	0	0917251	VEH#2431 WO#77869 TOW TO CITY
09/17/2025	340032	P	32515	JOSEPH POSTON	\$560.00	0	0917251	EMPLOYEE HEALTH & WELFARE: R.
09/17/2025	340033	P	11363	RODDA PAINT CO	\$118.05	0	0917251	MARKETING WALL

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09/17/2025	340034	P	32633	JOSH ROMINE	\$250.00	0	0917251	REIMB ROMINE MAXIMUM BOOT ALLO
09/17/2025	340035	P	11347	SANDY'S TROPHIES INC	\$16.34	0	0917251	2024 DOY PLAQUE FOR BOARD
09/17/2025	340036	P	32215	DE HICKS	\$3,325.00	0	0917251	SUPERVISOR/CTO LEADERSHIP TRAI
09/17/2025	340037	P	10744	SENSKE LAWN & TREE CARE INC	\$135.88	0	0917251	WEED CONTROL SERVICES
09/17/2025	340038	P	11799	SERV-A-PURE COMPANY	\$850.47	0	0917251	Filters for chlorine building
09/17/2025	340039	P	10362	SHERMAN & REILLY INC	\$5,752.96	0	0917251	VEH#6611 WO#77403 BACK UP CAME
09/17/2025	340040	P	10280	SHERWIN WILLIAMS CO	\$769.38	0	0917251	Paint for Solid Waste
09/17/2025	340041	P	10440	SOLID WASTE SYSTEMS INC	\$974.18	0	0917251	VEH#3372 WO#77602 CYL PIN
09/17/2025	340042	P	10536	SPRAGUE PEST SOLUTIONS	\$486.30	0	0917251	PEST CONTROL SVCS - AUGUST
09/17/2025	340043	P	10393	STONEWAY ELECTRIC SUPPLY	\$110.54	0	0917251	MARKETING WALL
09/17/2025	340044	P	10894	STRYKER SALES CORPORATION	\$15,288.58	0	0917251	XPEDITION-STAIR CHAIR
09/17/2025	340045	P	32305	STUART C IRBY COMPANY	\$27,528.28	0	0917251	Singe PH Transformers
09/17/2025	340046	P	30062	SUPERIOR GLASS, LLC	\$163.05	0	0917251	DOOR REPAIR
09/17/2025	340047	P	10961	TACOMA SCREW PRODUCTS INC	\$513.37	0	0917251	FLEET SHOP SUPPLIES MISC WASHE
09/17/2025	340048	P	10810	TECHSMITH CORPORATION	\$199.99	0	0917251	SR-4979 Camtasia Asset Renewal
09/17/2025	340049	P	31735	MARQUES HARRER	\$5,306.24	0	0917251	RPD UNIFORM PANTS - C. DEZEMBE
09/17/2025	340050	P	31051	THE GOODYEAR TIRE & RUBBER COMPANY	\$5,175.39	0	0917251	VEH#2493 WO#77840 NEW TIRES
09/17/2025	340051	P	10442	TITAN TRUCK EQUIPMENT	\$623.23	0	0917251	VEH#3348 WO#77579 SEAT COVER
09/17/2025	340052	P	12054	TRANSCO GROUP USA, INC	\$46,150.25	0	0917251	Downtown Connectivity Design -
09/17/2025	340053	P	30040	ULINE	\$495.07	0	0917251	Hand sanitizer, wall mount des
09/17/2025	340054	P	10390	US CELLULAR	\$450.00	0	0917251	CELL TOWER DUMP CASE # 25-1558
09/17/2025	340055	P	10106	US LINEN & UNIFORM	\$147.34	0	0917251	FLEET - SHOP APPAREL
09/17/2025	340056	P	10860	VERIZON COMMUNICATIONS INC	\$751.00	0	0917251	150-25 VERIZON HOTSPOTS - LIBR
09/17/2025	340057	P	10138	WA STATE AUDITOR'S OFFICE	\$15,022.80	0	0917251	AUDIT SERVICES - AUGUST 2025
09/17/2025	340058	P	10815	WATER SOLUTIONS INC	\$67.39	0	0917251	WATER FILTRATION 09/07-10/06/2
09/17/2025	340059	P	31462	WELLABLE LLC	\$450.00	0	0917251	WELLNESS CHALLENGE PLATFORM #3
09/17/2025	340060	P	11846	WESTERN EQUIPMENT & IRRIGATION DISTRIBUTORS	\$789.72	0	0917251	VEH#7172 WO#77634 AIR SEAT COM
09/17/2025	340061	P	10267	WSF, LLC	\$1,464.30	0	0917251	VEH#7192 WO#77227 BROOMS
09/17/2025	340062	P	30854	CLINT WHITNEY	\$218.65	0	0917251	25-027 Whitney REIMB hotel cos
09/19/2025	340063	P	10838	GRIGG ENTERPRISES INC	\$163.23	0	0919251	SUPPLY HOSE 1" X 1-3/8"
09/19/2025	340064	P	10537	APOLLO INC	\$90,214.23	0	0919251	HR Landfill Exp Ph 2 Early Sit
09/19/2025	340065	P	12146	PRECISION FLOW TECHNOLOGIES INC	\$307.00	0	0919251	MANUFACTURED TEE, PVC 1-1/4' B
09/19/2025	340066	P	10670	ARROW CONSTRUCTION HOLDINGS LLC	\$450.63	0	0919251	catch basin repair

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09/19/2025	340067	P	999000	AUREF - Utility Customer Refunds	\$180.00	0	0919251	395 BRADLEY BLVD Apt 348
09/19/2025	340068	P	999000	AUREF - Utility Customer Refunds	\$1.62	0	0919251	1218 BRIDLE DR
09/19/2025	340069	P	999000	AUREF - Utility Customer Refunds	\$21.79	0	0919251	1401 LEE BLVD
09/19/2025	340070	P	999000	AUREF - Utility Customer Refunds	\$248.80	0	0919251	2309 TORBETT ST
09/19/2025	340071	P	999000	AUREF - Utility Customer Refunds	\$252.93	0	0919251	451 WESTCLIFFE BLVD Apt C219
09/19/2025	340072	P	999000	AUREF - Utility Customer Refunds	\$93.76	0	0919251	451 WESTCLIFFE BLVD Apt F244
09/19/2025	340073	P	999000	AUREF - Utility Customer Refunds	\$109.74	0	0919251	2842 SAWGRASS LOOP
09/19/2025	340074	P	999000	AUREF - Utility Customer Refunds	\$176.72	0	0919251	2372 HOOD AVE D
09/19/2025	340075	P	999000	AUREF - Utility Customer Refunds	\$126.69	0	0919251	1850 STEVENS DR 228
09/19/2025	340076	P	999000	AUREF - Utility Customer Refunds	\$100.98	0	0919251	2665 KINGSGATE WAY Apt G271
09/19/2025	340077	P	999000	AUREF - Utility Customer Refunds	\$115.15	0	0919251	169 TRAVIS LN
09/19/2025	340078	P	999000	AUREF - Utility Customer Refunds	\$166.48	0	0919251	1529 COLUMBIA PARK TRL Apt 246
09/19/2025	340079	P	999000	AUREF - Utility Customer Refunds	\$1,469.15	0	0919251	381 HYDRANT METER
09/19/2025	340080	P	999000	AUREF - Utility Customer Refunds	\$26.01	0	0919251	2952 MILTON LN
09/19/2025	340081	P	999000	AUREF - Utility Customer Refunds	\$32.88	0	0919251	1304 WILLIAMS BLVD
09/19/2025	340082	P	999000	AUREF - Utility Customer Refunds	\$16.22	0	0919251	230 BATTELLE BLVD Apt 314
09/19/2025	340083	P	999000	AUREF - Utility Customer Refunds	\$11.84	0	0919251	1529 COLUMBIA PARK TRL Apt 221
09/19/2025	340084	P	999000	AUREF - Utility Customer Refunds	\$637.44	0	0919251	2534 CORDOBA CT
09/19/2025	340085	P	999000	AUREF - Utility Customer Refunds	\$94.98	0	0919251	2990 SEDONA CIR
09/19/2025	340086	P	999000	AUREF - Utility Customer Refunds	\$38.84	0	0919251	2555 DUPORTAIL ST B112
09/19/2025	340087	P	999000	AUREF - Utility Customer Refunds	\$8.70	0	0919251	500 BLUE ST
09/19/2025	340088	P	999000	AUREF - Utility Customer Refunds	\$117.62	0	0919251	1950 BELLERIVE DR 245
09/19/2025	340089	P	999000	AUREF - Utility Customer Refunds	\$118.75	0	0919251	3003 QUEENSGATE DR Apt 163
09/19/2025	340090	P	999000	AUREF - Utility Customer Refunds	\$202.94	0	0919251	1621 GEORGE WASHINGTON WAY D20
09/19/2025	340091	P	999000	AUREF - Utility Customer Refunds	\$96.64	0	0919251	250 GAGE BLVD 4089
09/19/2025	340092	P	999000	AUREF - Utility Customer Refunds	\$146.64	0	0919251	3003 QUEENSGATE DR Apt 209
09/19/2025	340093	P	999000	AUREF - Utility Customer Refunds	\$115.09	0	0919251	1900 STEVENS DR 811
09/19/2025	340094	P	999000	AUREF - Utility Customer Refunds	\$772.61	0	0919251	1954 SHERIDAN PL
09/19/2025	340095	P	999000	AUREF - Utility Customer Refunds	\$213.20	0	0919251	314 COLUMBIA POINT DR
09/19/2025	340096	P	999000	AUREF - Utility Customer Refunds	\$141.36	0	0919251	1514 JADWIN AVE
09/19/2025	340097	P	999000	AUREF - Utility Customer Refunds	\$160.78	0	0919251	2665 KINGSGATE WAY Apt F155
09/19/2025	340098	P	999000	AUREF - Utility Customer Refunds	\$38.04	0	0919251	1650 MOWRY SQ 325
09/19/2025	340099	P	999000	AUREF - Utility Customer Refunds	\$14.09	0	0919251	300 COLUMBIA POINT DR H129

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09/19/2025	340100	P	999000	AUREF - Utility Customer Refunds	\$131.39	0	0919251	3792 MORNINGSIDE PKWY
09/19/2025	340101	P	999000	AUREF - Utility Customer Refunds	\$246.72	0	0919251	674 RIVERSTONE DR
09/19/2025	340102	P	999000	AUREF - Utility Customer Refunds	\$438.37	0	0919251	2495 MORENCY DR
09/19/2025	340103	P	999000	AUREF - Utility Customer Refunds	\$3.89	0	0919251	1326 TUSCANY PL
09/19/2025	340104	P	999000	AUREF - Utility Customer Refunds	\$237.60	0	0919251	2158 HUDSON AVE
09/19/2025	340105	P	999000	AUREF - Utility Customer Refunds	\$22.15	0	0919251	2665 KINGSGATE WAY Apt G370
09/19/2025	340106	P	10009	COUNTY OF BENTON	\$10.00	0	0919251	Quit Claim Deed Recording Sniv
09/19/2025	340107	P	10713	BENTON FRANKLIN COMMUNITY ACTION COMMITTEE	\$40,895.67	0	0919251	HOME TBRA MAY 2025
09/19/2025	340108	P	10010	BENTON FRANKLIN HEALTH DISTRICT	\$4,980.00	0	0919251	WATER SAMPLING ANALYSIS
09/19/2025	340109	P	10467	BRASHEAR ELECTRIC INC	\$2,340.35	0	0919251	LIGHTING SERVICE & REPAIR, 55-
09/19/2025	340110	P	30116	CHRISTENSEN INC	\$2,072.44	0	0919251	FLEET - DEF AND OIL
09/19/2025	340111	P	10261	CITY OF RICHLAND	\$1,473.00	0	0919251	25-295 WAITE IRONMAN BOISE ID
09/19/2025	340112	P	11516	COLEMAN OIL COMPANY	\$1,905.12	0	0919251	LANDFILL DYED
09/19/2025	340113	P	10509	COMPUTER DISCOUNT WAREHOUSE	\$226.15	0	0919251	INC-5017/18 Adobe Acrobat Pro
09/19/2025	340114	P	10452	DAYCO INCORPORATED	\$1,000.00	0	0919251	1304 Wilson - Clark - HVAC Reb
09/19/2025	340115	P	10457	DOBLE ENGINEERING COMPANY	\$1,892.49	0	0919251	Doble Calibration
09/19/2025	340116	P	10146	ENERGY NORTHWEST	\$2,002.00	0	0919251	WATER SAMPLING ANALYSIS
09/19/2025	340117	P	32219	ENERGY PRO INSULATION INC	\$16,473.40	0	0919251	645 Cottonwood - Bott - Ins Re
09/19/2025	340118	P	32527	ENERGY WEST LLC	\$2,090.00	0	0919251	New Large Single Loads & Power
09/19/2025	340119	P	10554	EVERGREEN RURAL WATER OF WASHINGTON	\$200.00	0	0919251	MORITZ/J SANDERS ERWOW PRE CON
09/19/2025	340120	P	10315	FERGUSON US HOLDINGS INC	\$190.10	0	0919251	20- SS BUSHINGS/23 - SS WELD N
09/19/2025	340121	P	31421	GARY A TUCCI	\$18,445.64	0	0919251	August 2025 Solar Generations
09/19/2025	340122	P	10050	GENERAL PACIFIC INC	\$120,602.66	0	0919251	3 PH Transformers - GENERAL PA
09/19/2025	340123	P	10046	HD FOWLER CO	\$4,003.27	0	0919251	4'6" M&H FIRE HYDRANT
09/19/2025	340124	P	12200	HUGHES FIRE EQUIPMENT, INC	\$5,574.16	0	0919251	VEH#5062 WO#77876 VALVE KIT
09/19/2025	340125	P	30058	INFOSEND, INC.	\$26,026.01	0	0919251	2025-InfoSend - Utility Statem
09/19/2025	340126	P	32459	INFOSENSE INC	\$45,706.80	0	0919251	Infosense Wet Well Wizard - Wa
09/19/2025	340127	P	10063	JACOBS & RHODES INC	\$2,000.00	0	0919251	465 Mateo - Kauffman - HVAC At
09/19/2025	340128	P	31459	KPFF INC	\$20,466.00	0	0919251	HR Industrial Park Rail Extens
09/19/2025	340129	P	31520	THEODORE BLAINE LIGHT III	\$26,020.00	0	0919251	146-22 CEIP SUPPORT AND COMPLI
09/19/2025	340130	P	10665	MEIER ENTERPRISES INC	\$1,879.76	0	0919251	Shops 300 Bldg. Renovation - C
09/19/2025	340131	P	10024	MOTION INDUSTRIES INC	\$319.19	0	0919251	shaft couplings for hot water
09/19/2025	340132	P	10357	OXARC INC	\$46.69	0	0919251	WTP AUGUST CYLINDER RENTAL

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09/19/2025	340133	P	31206	CI - PW LLC	\$14.12	0	0919251	Water for energy Services
09/19/2025	340134	P	10971	PARAMOUNT COMMUNICATIONS INC	\$51,260.07	0	0919251	2025 Fiber Repairs, Contract #
09/19/2025	340135	P	12238	REXEL USA, INC	\$163.35	0	0919251	Light for chlorine building
09/19/2025	340136	P	32304	RAD TOWING INC	\$425.65	0	0919251	RPD TOW CHARGE CASE # 25-03382
09/19/2025	340137	P	32515	JOSEPH POSTON	\$300.00	0	0919251	EMPLOYEE HEALTH & WELFARE: Z.
09/19/2025	340138	P	11098	SCHINDLER ELEVATOR CORPORATION	\$165.09	0	0919251	CHAIR LIFT INSPECTION 110 SAIN
09/19/2025	340139	P	11926	SD MYERS LLC	\$5,096.00	0	0919251	2025 OIL SAMPLING SERVICES - 7
09/19/2025	340140	P	31869	KRISTI SMITH	\$1,398.00	0	0919251	SEPTEMBER 2025 FIREFIGHTERS SE
09/19/2025	340141	P	10393	STONEWAY ELECTRIC SUPPLY	\$140.23	0	0919251	Bushings, Locknut and nipples
09/19/2025	340142	P	10894	STRYKER SALES CORPORATION	\$917.97	0	0919251	XPEDITION-STAIR CHAIR
09/19/2025	340143	P	31051	THE GOODYEAR TIRE & RUBBER COMPANY	\$7,453.70	0	0919251	VEH#6645 WO#77530 NEW TIRE
09/19/2025	340144	P	12160	TYLER TECHNOLOGIES, INC	\$279,781.72	0	0919251	SR-5003 Support & Update Licen
09/19/2025	340145	P	10302	UNIVAR SOLUTIONS USA LLC	\$26,557.15	0	0919251	10 BAG-PRAESTOL FILTER AID
09/19/2025	340146	P	10860	VERIZON COMMUNICATIONS INC	\$1,084.33	0	0919251	CELL PHONES 08/07-09/06/25
09/19/2025	340147	P	10443	WA STATE DEPARTMENT OF REVENUE	\$7,474.20	0	0919251	223-24 Retainage Release to WA
09/19/2025	340148	P	10443	WA STATE DEPARTMENT OF REVENUE	\$2,694.96	0	0919251	224-24 Retainage Release to WA
09/19/2025	340149	P	32727	WASHINGTON COLLECTORS	\$31.00	0	0919251	CHARLES HAMMOND WA COLL PMT 08
09/19/2025	340150	P	10815	WATER SOLUTIONS INC	\$67.39	0	0919251	WATER FILTRATION 08/07-09/06/2
09/24/2025	340151	P	10439	PYC LLC	\$186.41	0	0924251	RPD UNIFORM LAUNDRY AUG
09/24/2025	340152	P	10000	KBL, INC.	\$1,480.05	0	0924251	JANITORIAL - RESTROOM CHECK LI
09/24/2025	340153	P	10838	GRIGG ENTERPRISES INC	\$1,190.35	0	0924251	RICK - TRUCK STOCK
09/24/2025	340154	P	32769	MICHAEL E KARCH	\$3,021.23	0	0924251	VEH#2442 WO#77702 SWITCH OUT L
09/24/2025	340155	P	10157	AMERIGAS	\$3,051.08	0	0924251	Propane for boilers
09/24/2025	340156	P	10644	ANIXTER INC	\$10,941.74	0	0924251	Devices-UG
09/24/2025	340157	P	31205	VESTIS GROUP INC	\$528.76	0	0924251	LINEN CHARGES FOR AUGUST WASTE
09/24/2025	340158	P	10670	ARROW CONSTRUCTION HOLDINGS LLC	\$40,746.20	0	0924251	Crafco 546 Pleximelt Crack mat
09/24/2025	340159	P	10670	ARROW CONSTRUCTION HOLDINGS LLC	\$5,556.26	0	0924251	Pallet of street cold mix for
09/24/2025	340160	P	999000	AUREF - Utility Customer Refunds	\$22.50	0	0924251	400 SMITH AVE
09/24/2025	340161	P	999000	AUREF - Utility Customer Refunds	\$2,668.80	0	0924251	322 BARTH AVE
09/24/2025	340162	P	999000	AUREF - Utility Customer Refunds	\$373.68	0	0924251	50 JADWIN AVE Unit 88
09/24/2025	340163	P	999000	AUREF - Utility Customer Refunds	\$0.06	0	0924251	3085 BOBWHITE WAY
09/24/2025	340164	P	30314	BUNNIE AVERY	\$400.20	0	0924251	25-047 AVERY APC CONFERENCE SE
09/24/2025	340165	P	11126	B AND B TRAILERS LLC	\$271.75	0	0924251	VEH#4133 WO#77837 4" SQ WELD O

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09/24/2025	340166	P	10607	BADGER MOUNTAIN IRRIGATION DISTRICT	\$3.04	0	0924251	2025 IRRIGATION ASSESSMENT - S
09/24/2025	340167	P	32765	NICK BARBER	\$23.87	0	0924251	N. BARBER PURCHASED TOW STRAPS
09/24/2025	340168	P	10301	BAVCO	\$2,470.26	0	0924251	KEENE RD - BACKFLOW ASSY
09/24/2025	340169	P	10518	BEAVER BARK & ROCK	\$1,945.06	0	0924251	PARKWAY - LANDSCAPING
09/24/2025	340170	P	10281	BENTON COUNTY	\$13,984.75	0	0924251	BC WORK CREW AUGUST 2025
09/24/2025	340171	P	10713	BENTON FRANKLIN COMMUNITY ACTION COMMITTEE	\$143,619.35	0	0924251	HOME TBRA FEB 2025
09/24/2025	340172	P	10010	BENTON FRANKLIN HEALTH DISTRICT	\$1,081.08	0	0924251	Cyanotoxin Test Aug 2025
09/24/2025	340173	P	11408	BENTON FRANKLIN LEGAL AID	\$1,495.00	0	0924251	HOME-ARP CAPACITY BUILDING SEP
09/24/2025	340174	P	11685	CARDINAL HEALTH 130, LLC	\$738.74	0	0924251	RFES - MEDICAL SUPPLIES
09/24/2025	340175	P	10026	CASCADE NATURAL GAS CORP	\$47.12	0	0924251	Bellerive L/S Generator 8/16/2
09/24/2025	340176	P	10841	CASELLE INC	\$234.79	0	0924251	Contract Support and Maintenanc
09/24/2025	340177	P	31177	CENGAGE LEARNING, INC.	\$254.16	0	0924251	LIBRARY MATERIALS - LARGE PRIN
09/24/2025	340178	P	10597	CHARTER COMMUNICATIONS	\$483.83	0	0924251	RPD BUSINESS INTERNET PLUS AUG
09/24/2025	340179	P	31174	CHICAGO TITLE CO OF WASHINGTON	\$39.60	0	0924251	MISSING TAX FOR DT 2002-48981
09/24/2025	340180	P	10135	CI SUPPORT LLC	\$149.92	0	0924251	Shred Service Shops 100 - Sept
09/24/2025	340181	P	10261	CITY OF RICHLAND	\$1,646.79	0	0924251	LANDFILL CHARGES - AUG 2025 -
09/24/2025	340182	P	10261	CITY OF RICHLAND	\$3,483.46	0	0924251	25-047 AVERY APC CONFERENCE SE
09/24/2025	340183	P	10261	CITY OF RICHLAND	\$900.00	0	0924251	1602 Davison Ave - Sutey - HVA
09/24/2025	340184	P	31708	CITY OF WALLA WALLA	\$2,400.00	0	0924251	RFES - WALLULA TOWER SITE RENT
09/24/2025	340185	P	32748	HOBAN & ASSOCIATES LLC	\$2,955.00	0	0924251	JULY 25 CHERRYHILL CONTRACT MA
09/24/2025	340186	P	10429	CODE PUBLISHING INC	\$229.91	0	0924251	MUNICIPAL CODE - CUMULATIVE SU
09/24/2025	340187	P	11516	COLEMAN OIL COMPANY	\$1,482.06	0	0924251	LANDFILL CLEAR
09/24/2025	340188	P	10034	CONSOLIDATED ELECTRICAL DISTRIBUTORS INC	\$1,698.95	0	0924251	Handy Box, Bushing, Misc.
09/24/2025	340189	P	10034	CONSOLIDATED ELECTRICAL DISTRIBUTORS INC	\$4,743.84	0	0924251	Traffic Signal Poles
09/24/2025	340190	P	32754	ABEL CORONA	\$305.00	0	0924251	REIMB CORONA - FIRE INSPECTOR
09/24/2025	340191	P	11526	CORWIN OF PASCO LLC	\$358.38	0	0924251	VEH#3347 WO#77843 SEAL, GASKET
09/24/2025	340192	P	11663	D&D TELECOMMUNICATION PROPERTIES LLC	\$752.24	0	0924251	RFES - INSPIRATION POINT 09/25
09/24/2025	340193	P	10139	DEPARTMENT OF ECOLOGY	\$1,350.00	0	0924251	COLUMBIA RIVER SITE - AQUATIC P
09/24/2025	340194	P	30107	DNV USA, INC.	\$8,298.95	0	0924251	Synergi Annual Mntc & Support
09/24/2025	340195	P	10801	DOMESTIC VIOLENCE SVCS OF BNTN & FRNKLN COUNTIES	\$888.50	0	0924251	DV ADVOCACY SERVICES AUG 2025
09/24/2025	340196	P	31594	STEPHANIE DORKO	\$0.40	0	0924251	25-316 DORKO WACE CONFERENCE L
09/24/2025	340197	P	11115	ELECTRIC POWER SYSTEMS INC	\$1,485.25	0	0924251	Sandhill Crane Substation Exp

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09/24/2025	340198	P	31491	ELLISON EARTHWORKS LLC	\$66,157.21	0	0924251	Stevens Dr Reconstruction, CON
09/24/2025	340199	P	11044	EWING IRRIGATION PRODUCTS INC	\$4,613.84	0	0924251	PARKWAY - IRR REPAIRS
09/24/2025	340200	P	32174	FAIRBANK EQUIPMENT INC	\$72.77	0	0924251	SHOPS 100 - SPRAY EQUIP MAINT
09/24/2025	340201	P	31170	HIS DIME, LLC	\$1,402.09	0	0924251	VEH#2499 WO#77748 DECALS
09/24/2025	340202	P	32293	FAT CAT GARAGE CONDOMINIUM ASSOCIATION	\$1,000.00	0	0924251	HOA Dues-Fat Cat Storage Unit
09/24/2025	340203	P	10315	FERGUSON US HOLDINGS INC	\$388.42	0	0924251	RCC - DAMPER
09/24/2025	340204	P	30874	BRENT THOMAS	\$108.70	0	0924251	2000 SNYDER - HORN SPORTS COMP
09/24/2025	340205	P	31444	CODY M WAREHAM	\$403.55	0	0924251	RV TOW TO LANDFILL- CODE CASE
09/24/2025	340206	P	11157	FRONTIER COMMUNICATIONS NORTHWEST, INC.	\$373.35	0	0924251	Sept Guest Internet Charges 08
09/24/2025	340207	P	11157	FRONTIER COMMUNICATIONS NORTHWEST, INC.	\$1,118.97	0	0924251	TELEPHONE 9/1/2025-9/30/2025 5
09/24/2025	340208	P	11157	FRONTIER COMMUNICATIONS NORTHWEST, INC.	\$3,458.30	0	0924251	TELEPHONE 9/1/2025-9/31/2025 2
09/24/2025	340209	P	32507	FRONTLINE MEDICAL PLLC	\$1,480.00	0	0924251	PRE-EMP TESTING (2), DOT PHYS
09/24/2025	340210	P	10050	GENERAL PACIFIC INC	\$42,665.84	0	0924251	3 PH Transformers - GENERAL PA
09/24/2025	340211	P	30404	HEIDI GLASEN	\$0.40	0	0924251	25-317 GLASEN WACE CONFERENCE
09/24/2025	340212	P	10203	W.W. GRAINGER, INC	\$1,727.33	0	0924251	Prison toilet control stops -
09/24/2025	340213	P	11813	HERC RENTALS INC	\$86.96	0	0924251	EQUIP RENTAL - MARKETING WALL
09/24/2025	340214	P	32508	HERRERA ENVIRONMENTAL CONSULTANTS INC	\$1,403.39	0	0924251	Solid Waste Organics Processin
09/24/2025	340215	P	10288	HJ ARNETT INDUSTRIES LLC	\$614.96	0	0924251	HOT STICK REPAIRS FOR POWER OP
09/24/2025	340216	P	32115	HOOKED UP PASCO INC	\$872.46	0	0924251	RV TOW TO LANDFILL CASE # 25-3
09/24/2025	340217	P	12200	HUGHES FIRE EQUIPMENT, INC	\$1,817.97	0	0924251	VEH#5063 WO#77863 ORING, SEAL
09/24/2025	340218	P	32593	I.C. CONSULTING CORPORATION	\$4,005.00	0	0924251	Sec 11 Deed Correction, Trail
09/24/2025	340219	P	32171	BEATRIZ BAEZ	\$850.00	0	0924251	JANITORIAL SERVICES 09/01-09/3
09/24/2025	340220	P	32582	IMPERVIOUS ROOF LLC	\$1,263.70	0	0924251	Fire Station 71 Roof Repair Co
09/24/2025	340221	P	31585	JACKSON GROUP PETERBILT, INC.	\$128.39	0	0924251	VEH#3419 WO#77594 BUGSCREEN
09/24/2025	340222	P	31660	KELLEY CREATE CO	\$241.32	0	0924251	Xerox Contract Charges Shops 1
09/24/2025	340223	P	10071	KENNEWICK INDUSTRIAL & ELECTRICAL SUPPLY	\$146.98	0	0924251	RCC - SPRINKLER BOX LIDS
09/24/2025	340224	P	11667	KENWORTH SALES COMPANY	\$3,193.40	0	0924251	VEH#3342 WO#77756 WHEEL, NUT
09/24/2025	340225	P	10432	LANGUAGE LINE SERVICES INC	\$9.90	0	0924251	RPD TRANSLATION SERVICES AUG 2
09/24/2025	340226	P	10219	LES SCHWAB TIRE CENTERS OF WASHINGTON INC	\$308.65	0	0924251	VEH#2465 WO#77831 TPMS RELEARN
09/24/2025	340227	P	10262	LIFE ASSIST INC	\$3,903.35	0	0924251	RFES - MEDICAL SUPPLIES
09/24/2025	340228	P	10298	LN CURTIS & SONS	\$716.35	0	0924251	RFES - GLASS MASTER COMPLETE T

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09/24/2025	340229	P	30799	MEDLINE INDUSTRIES INC.	\$126.22	0	0924251	RFES - PHLEBOTOMY TUBE CUBES
09/24/2025	340230	P	32716	MICHAEL RIZZITIELLO	\$1,784.02	0	0924251	05.29,6.10,9.9.25 MOVING EXPEN
09/24/2025	340231	P	10083	MONARCH MACHINE & TOOL CO INC	\$1,295.20	0	0924251	Horn Rapids Irrigation Intake
09/24/2025	340232	P	11046	MP CONSTRUCTION INC	\$6,579.07	0	0924251	Shops 100 - Three Windows in D
09/24/2025	340233	P	31674	P&F AUTOMOTIVE WAREHOUSE INC	\$1,037.08	0	0924251	SHOPS 300 - AIR HOSE GUAGE INF
09/24/2025	340234	P	30271	NORTH TECH EQUIPMENT REPAIR, LLC	\$839.19	0	0924251	VEH#3345 WO#77758 SHIFT PAD
09/24/2025	340235	P	32250	ODP BUSINESS SOLUTIONS LLC	\$20.59	0	0924251	BUSINESS CARDS: DELANEY TUCKER
09/24/2025	340236	P	12470	OVERDRIVE INC	\$349.91	0	0924251	LIBRARY MATERIALS - E/AUDIOBOO
09/24/2025	340237	P	11132	WALLA WATER INC	\$467.06	0	0924251	2025 City-Wide On-Call Main. a
09/24/2025	340238	P	10357	OXARC INC	\$206.10	0	0924251	CYLINDER RENTAL - AUG 2025
09/24/2025	340239	P	31798	PERFORMANCE SYSTEMS INTEGRATION LLC	\$1,842.48	0	0924251	FACILITIES - ANNUAL FIRE EXT I
09/24/2025	340240	P	32268	PLATINUM INSPECTION SERVICES LLC	\$675.00	0	0924251	CDBG OOR - 1224 WOODBURY STREE
09/24/2025	340241	P	10879	PREMIER LANDSCAPING & DESIGN	\$391.32	0	0924251	PROUT POOL - SODIUM BICARBONAT
09/24/2025	340242	P	10386	PRINGLES POWER VAC	\$1,016.35	0	0924251	RCC Kitchen Exhaust Hoods Serv
09/24/2025	340243	P	32304	RAD TOWING INC	\$189.18	0	0924251	RPD TOW CHARGE CASE # 25-03506
09/24/2025	340244	P	10047	R.D. OFFUTT COMPANY	\$7,437.03	0	0924251	VEH#6685 WO#77874 SCREEN, SEAL
09/24/2025	340245	P	999001	REC REFUND	\$533.00	0	0924251	damage deposit
09/24/2025	340246	P	999001	REC REFUND	\$206.25	0	0924251	damage deposit
09/24/2025	340247	P	999001	REC REFUND	\$518.00	0	0924251	damage deposit
09/24/2025	340248	P	32361	REFERENT GROUP LLC	\$970.00	0	0924251	Leadership Coaching Session Co
09/24/2025	340249	P	32515	JOSEPH POSTON	\$7,545.00	0	0924251	MEMBERSHIP FEES - SEPTEMBER 20
09/24/2025	340250	P	32622	REMY CORPORATION	\$2,480.00	0	0924251	Workday Project Management Ser
09/24/2025	340251	P	12318	RINGOLD EMBROIDERY	\$644.59	0	0924251	RPD RECORDS SHIRTS EMBROIDERY
09/24/2025	340252	P	10595	DR ROBERTS CONSTRUCTION INC	\$2,773.15	0	0924251	562 Fuller - Smith - Win Loan
09/24/2025	340253	P	11363	RODDA PAINT CO	\$1,521.54	0	0924251	COLUMBIA PT MARINA - GAZEBO
09/24/2025	340254	P	30589	HOMEPLATE P&J LLC	\$2,749.00	0	0924251	Roof Treatment - Police Statio
09/24/2025	340255	P	10239	CLEARWATER TECH LLC	\$407.63	0	0924251	2025 CITY-WIDE PLUMBING SERVIC
09/24/2025	340256	P	32215	DE HICKS	\$3,325.00	0	0924251	SUPERVISOR/CTO LEADERSHIP TRAI
09/24/2025	340257	P	11563	SMARSH, INC.	\$419.13	0	0924251	SR-205 Smarsh 2025 Annual Rene
09/24/2025	340258	P	31744	SOFT'FALL INC	\$10,332.48	0	0924251	Sof'fall for Parks
09/24/2025	340259	P	10440	SOLID WASTE SYSTEMS INC	\$1,394.05	0	0924251	VEH#3344-A WO#77565 FINISH COV
09/24/2025	340260	P	31912	SOLSTICE HEATING & AIR	\$336.97	0	0924251	City Hall Water Heater
09/24/2025	340261	P	31817	SPEAKWRITE LLC	\$907.60	0	0924251	RPD TRANSCRIPTION SERVICE AUG

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09/24/2025	340262	P	32320	SPOKANE HOUSE OF HOSE INC	\$10.89	0	0924251	VEH#3355 WO#77409 HOSES
09/24/2025	340263	P	10536	SPRAGUE PEST SOLUTIONS	\$849.36	0	0924251	STATION 74 - PEST CONTROL
09/24/2025	340264	P	10118	STEEBER'S LOCK SERVICE	\$293.49	0	0924251	GM HS DUPLICATE KEYS QTY 3
09/24/2025	340265	P	11493	PICARD CORPORATION	\$7,581.28	0	0924251	2025 SOLAR SALT FOR WTP
09/24/2025	340266	P	10894	STRYKER SALES CORPORATION	\$1,073.63	0	0924251	XPEDITION-STAIR CHAIR
09/24/2025	340267	P	10530	SUMMIT LAW GROUP PLLC	\$11,306.00	0	0924251	CITY OF RICHLAND LABOR & EMPLO
09/24/2025	340268	P	10961	TACOMA SCREW PRODUCTS INC	\$4.18	0	0924251	FLEET SHOP SUPPLIES -HEX NUTS
09/24/2025	340269	P	31735	MARQUES HARRER	\$143.48	0	0924251	NAME BARS - DEZEMBER, GARCIA,
09/24/2025	340270	P	30813	CLOUDBURST CONSULTING GROUP INC	\$1,573.50	0	0924251	SERVICES RENDERED THROUGH JULY
09/24/2025	340271	P	31051	THE GOODYEAR TIRE & RUBBER COMPANY	\$5,298.13	0	0924251	VEH#3397 WO#77413 FLAT REPAIR
09/24/2025	340272	P	10027	THE PAPE' GROUP	\$191.45	0	0924251	VEH#7144 WO#77052 PINS
09/24/2025	340273	P	10395	TOTAL ENERGY MANAGEMENT INC	\$23,767.26	0	0924251	1602 Davison - Sutey - HVAC Lo
09/24/2025	340274	P	11406	SOLUTIONS INC	\$201.64	0	0924251	RPD RECORDS SEARCH AUG 2025
09/24/2025	340275	P	12054	TRANSPO GROUP USA, INC	\$25,326.25	0	0924251	City Wide Transporation System
09/24/2025	340276	P	10126	TRI CITIES BATTERY & AUTO REPAIR	\$1,516.05	0	0924251	STATION 74 - FIRE ALARM PANEL
09/24/2025	340277	P	10106	US LINEN & UNIFORM	\$240.07	0	0924251	RPD TOWEL DELIVERY 9/2/2025
09/24/2025	340278	P	10427	WA STATE DEPARTMENT OF HEALTH	\$172,554.44	0	0924251	#DM09-952-029 DWSRF 2025 LOAN
09/24/2025	340279	P	11190	WESTERN CASCADE CONTAINER LLC	\$197.86	0	0924251	VEH#3373 WO#77765 HYD FILTER
09/24/2025	340280	P	11846	WESTERN EQUIPMENT & IRRIGATION DISTRIBUTORS	\$160,270.35	0	0924251	ONE NEW 2025 TORO GM 5900 MOWE
09/24/2025	340281	P	10267	WSF, LLC	\$448,798.12	0	0924251	ONE NEW GLOBAL M-4 SWEEPER-202
09/24/2025	340282	P	30939	DOBBS HEAVY DUTY HOLDINGS LLC	\$105.14	0	0924251	VEH#3358 WO#77334 FOGLIGHT
09/24/2025	340283	P	10147	WILBUR-ELLIS HOLDINGS II, INC	\$422.53	0	0924251	PYLEX HERBICIDE
09/24/2025	340284	P	31595	JAMIE WILLIAMS	\$0.40	0	0924251	25-318 WILLIAMS WACE CONFERENC
09/24/2025	340285	P	12483	ZOLL MEDICAL SUPPLY	\$176.49	0	0924251	RFES - THERMAL PAPER
09/26/2025	340286	P	31231	ABM INDUSTRIES INC	\$569.44	0	0926251	STATION 72 - AUG 2025
09/26/2025	340287	P	10838	GRIGG ENTERPRISES INC	\$233.87	0	0926251	Wasp spray for lift stations
09/26/2025	340288	P	32728	MONROE STREET GLASS INC	\$1,739.20	0	0926251	City Hall Window Replacement -
09/26/2025	340289	P	10705	INTERSTATE CONCRETE & ASPHALT COMPANY	\$694.00	0	0926251	Rock for WWTP grounds
09/26/2025	340290	P	32502	APPLIED INDUSTRIAL SYSTEMS LLC	\$8,684.04	0	0926251	Library - YLAA Chiller Condens
09/26/2025	340291	P	999000	AUREF - Utility Customer Refunds	\$8.27	0	0926251	2410 RICHMOND BLVD
09/26/2025	340292	P	999000	AUREF - Utility Customer Refunds	\$200.61	0	0926251	3677 WINDSOR CT
09/26/2025	340293	P	999000	AUREF - Utility Customer Refunds	\$149.07	0	0926251	1850 STEVENS DR 117
09/26/2025	340294	P	999000	AUREF - Utility Customer Refunds	\$127.77	0	0926251	1424 PERKINS AVE

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CHECK DATE	CHECK NBR	VOID	VENDOR#	EMP VENDOR NAME	CHECK AMT	VOID AMT	WARRANT	COMMENT
09/26/2025	340295	P	999000	AUREF - Utility Customer Refunds	\$1,469.15	0	0926251	354 HYDRANT METER
09/26/2025	340296	P	999000	AUREF - Utility Customer Refunds	\$125.74	0	0926251	650 GEORGE WASHINGTON WAY Apt
09/26/2025	340297	P	999000	AUREF - Utility Customer Refunds	\$31.22	0	0926251	1900 STEVENS DR 405
09/26/2025	340298	P	999000	AUREF - Utility Customer Refunds	\$188.43	0	0926251	2100 BELLERIVE DR Q181
09/26/2025	340299	P	999000	AUREF - Utility Customer Refunds	\$121.16	0	0926251	2665 KINGSGATE WAY Apt G180
09/26/2025	340300	P	999000	AUREF - Utility Customer Refunds	\$246.35	0	0926251	1503 THAYER DR
09/26/2025	340301	P	999000	AUREF - Utility Customer Refunds	\$109.02	0	0926251	2555 DUPORTAIL ST G254
09/26/2025	340302	P	999000	AUREF - Utility Customer Refunds	\$33.42	0	0926251	4434 BARBERA ST
09/26/2025	340303	P	999000	AUREF - Utility Customer Refunds	\$192.54	0	0926251	227 UNIVERSITY DR Apt 306
09/26/2025	340304	P	999000	AUREF - Utility Customer Refunds	\$186.63	0	0926251	201 UNIVERSITY DR Apt 312
09/26/2025	340305	P	999000	AUREF - Utility Customer Refunds	\$32.89	0	0926251	3701 NUTHATCH ST
09/26/2025	340306	P	999000	AUREF - Utility Customer Refunds	\$95.54	0	0926251	451 WESTCLIFFE BLVD Apt C318
09/26/2025	340307	P	999000	AUREF - Utility Customer Refunds	\$122.26	0	0926251	2665 KINGSGATE WAY Apt G277
09/26/2025	340308	P	999000	AUREF - Utility Customer Refunds	\$155.76	0	0926251	2550 DUPORTAIL ST R203
09/26/2025	340309	P	999000	AUREF - Utility Customer Refunds	\$145.35	0	0926251	3866 CORVINA ST
09/26/2025	340310	P	999000	AUREF - Utility Customer Refunds	\$188.94	0	0926251	201 UNIVERSITY DR Apt 309
09/26/2025	340311	P	999000	AUREF - Utility Customer Refunds	\$131.82	0	0926251	1156 COLUMBIA PARK TRL Apt 205
09/26/2025	340312	P	11408	BENTON FRANKLIN LEGAL AID	\$675.00	0	0926251	HOME ARP OPERATING REIMBURSEME
09/26/2025	340313	P	10026	CASCADE NATURAL GAS CORP	\$2,794.61	0	0926251	Sundance Lift Station 8/15/25-
09/26/2025	340314	P	10429	CODE PUBLISHING INC	\$102.18	0	0926251	MUNICIPAL CODE - WEB UPDATE
09/26/2025	340315	P	11516	COLEMAN OIL COMPANY	\$30,691.20	0	0926251	FLEET GAS RESALE 09/15 - 09/21
09/26/2025	340316	P	11663	D&D TELECOMMUNICATION PROPERTIES LLC	\$752.24	0	0926251	RFES - INSPIRATION POINT OCT 2
09/26/2025	340317	P	10801	DOMESTIC VIOLENCE SVCS OF BNTN & FRNKLN COUNTIES	\$13,005.69	0	0926251	HOME-ARP SUPPORTIVE SERVICES A
09/26/2025	340318	P	11115	ELECTRIC POWER SYSTEMS INC	\$11,227.50	0	0926251	Thayer/Stevens Subs Bank 1 Re
09/26/2025	340319	P	11362	ELIJAH FAMILY HOMES	\$1,314.65	0	0926251	HOME-ARP SUPPORTIVE SERVICES A
09/26/2025	340320	P	11044	EWING IRRIGATION PRODUCTS INC	\$160.81	0	0926251	LIBRARY - PLUMBING
09/26/2025	340321	P	10268	FEDERAL EXPRESS CORP	\$12.22	0	0926251	Lab samples to Anatek Labs
09/26/2025	340322	P	10315	FERGUSON US HOLDINGS INC	\$93.53	0	0926251	SHOPS 300 - AC UNIT
09/26/2025	340323	P	32135	BUSINESS INTERIORS OF IDAHO INC	\$679.48	0	0926251	CITY HALL 1ST FLOOR - TACK BOA
09/26/2025	340324	P	11585	GALLS, LLC	\$569.37	0	0926251	FIRE MARSHAL BADGES
09/26/2025	340325	P	10203	W.W. GRAINGER, INC	\$939.08	0	0926251	Janitorial Chemicals - Grainge
09/26/2025	340326	P	32488	GREAT WEST ENGINEERING INC	\$14,171.25	0	0926251	Landfill Ph2 Engineering Consu
09/26/2025	340327	P	10046	HD FOWLER CO	\$4,337.53	0	0926251	Romac Water Parts

Accounts Payable Checks

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CHECK DATE	CHECK NBR	VOID	VENDOR#	EMP VENDOR NAME	CHECK AMT	VOID AMT	WARRANT	COMMENT
09/26/2025	340328	P	32125	HD SUPPLY INC	\$1,974.60	0	0926251	Janitorial Chemicals - HD Supp
09/26/2025	340329	P	11813	HERC RENTALS INC	\$31.97	0	0926251	Propane for forklift
09/26/2025	340330	P	10294	HORIZON DISTRIBUTION INC	\$2,429.53	0	0926251	Horizon Misc. Supplies
09/26/2025	340331	P	31209	WALTEK II, INCORPORATED	\$1,712.50	0	0926251	Soil Testing Goose Ridge II Au
09/26/2025	340332	P	30005	INTERWEST TECHNOLOGY SYSTEMS INC	\$4,752.51	0	0926251	CityShops 300 Bldg Genetec Acc
09/26/2025	340333	P	32378	KEVIN E HODGES	\$3,100.00	0	0926251	RFES - MID COL EMS COUNCIL PRO
09/26/2025	340334	P	31543	JORDAN MECHANICAL GROUP LLC	\$312.52	0	0926251	2025 WWTP On-Call HVAC Support
09/26/2025	340335	P	31660	KELLEY CREATE CO	\$1,942.45	0	0926251	Copier agreement WWTP Septembe
09/26/2025	340336	P	10071	KENNEWICK INDUSTRIAL & ELECTRICAL SUPPLY	\$202.90	0	0926251	RCC - SPRINKLER VALVE
09/26/2025	340337	P	11667	KENWORTH SALES COMPANY	\$869.26	0	0926251	VEH#7164 WO#77778 UREA TANK SE
09/26/2025	340338	P	10093	MCCURLEY INTEGRITY DEALERSHIPS, LLC	\$148.78	0	0926251	VEH#1230 WO#77865 CONNECTOR, C
09/26/2025	340339	P	32497	MID-COLUMBIA MEDIA INC	\$1,630.00	0	0926251	DIGITAL MONTHLY E-NEWS HORN RA
09/26/2025	340340	P	32736	MOORE IACOFANO GOLTSMAN INC	\$9,987.50	0	0926251	PROS Comprehensive Plan (108-2
09/26/2025	340341	P	10358	PYE-BARKER FIRE & SAFETY	\$1,065.49	0	0926251	MULTIPLE FIRE ALARM MONITORING
09/26/2025	340342	P	12469	MORNINGSTAR INC	\$5,992.00	0	0926251	LIBRARY DATABASE - MORNINGSTAR
09/26/2025	340343	P	31674	P&F AUTOMOTIVE WAREHOUSE INC	\$107.50	0	0926251	FLOOR DRY - STA 72
09/26/2025	340344	P	31428	NATIONAL SAFETY INC	\$848.28	0	0926251	Fall protection equipment repa
09/26/2025	340345	P	32250	ODP BUSINESS SOLUTIONS LLC	\$30.38	0	0926251	BUSINESS CARDS T. MORASCH
09/26/2025	340346	P	10357	OXARC INC	\$142.65	0	0926251	RFES - MEDICAL OXYGEN
09/26/2025	340347	P	31133	PACIFIC FIRE INSPECTION SERVICES INC	\$4,875.00	0	0926251	CITY WIDE FIRE SPRINKLER INSPE
09/26/2025	340348	P	31206	CI - PW LLC	\$58.64	0	0926251	Water delivery WWTP
09/26/2025	340349	P	10879	PREMIER LANDSCAPING & DESIGN	\$1,936.99	0	0926251	PROUT POOL - CHEMICALS
09/26/2025	340350	P	31210	LEPS-PSS, PLLC	\$2,760.00	0	0926251	2025 PRE-EMPLOYMENT PSYCH EVAL
09/26/2025	340351	P	32605	ALDINGER COMPANY	\$900.10	0	0926251	Lab - weight set calibration
09/26/2025	340352	P	12318	RINGOLD EMBROIDERY	\$1,557.02	0	0926251	BEANIES, VESTS, BB CAPS
09/26/2025	340353	P	11363	RODDA PAINT CO	\$737.89	0	0926251	COL PT MARINA - BATHROOM RENO
09/26/2025	340354	P	11347	SANDY'S TROPHIES INC	\$174.52	0	0926251	RECOGNITION PLAQUE FOR BIF HUL
09/26/2025	340355	P	11799	SERV-A-PURE COMPANY	\$350.00	0	0926251	Return postage for lab tanks
09/26/2025	340356	P	10362	SHERMAN & REILLY INC	\$423.93	0	0926251	VEH#6611 WO#77839 FILTER
09/26/2025	340357	P	10440	SOLID WASTE SYSTEMS INC	\$1,781.14	0	0926251	VEH#3396 WO#77767 FILTER
09/26/2025	340358	P	10536	SPRAGUE PEST SOLUTIONS	\$116.02	0	0926251	STATION 73 - PEST CONTROL
09/26/2025	340359	P	10393	STONEWAY ELECTRIC SUPPLY	\$1,664.59	0	0926251	Concrete Box Cover
09/26/2025	340360	P	10961	TACOMA SCREW PRODUCTS INC	\$256.66	0	0926251	Maintenance shop supplies

Accounts Payable Checks

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CHECK DATE	CHECK NBR	VOID	VENDOR#	EMP VENDOR NAME	CHECK AMT	VOID AMT	WARRANT	COMMENT
09/26/2025	340361	P	10126	TRI CITIES BATTERY & AUTO REPAIR	\$24.32	0	0926251	STATION 74 - FIRE ALARM PANEL
09/26/2025	340362	P	11175	TYNDALE ENTERPRISES INC	\$22.33	0	0926251	2025 FR CLOTHING PER SEATTLE C
09/26/2025	340363	P	10243	URM STORES INC	\$70.54	0	0926251	RCC COFFEE SUPPLIES
09/26/2025	340364	P	10267	WSF, LLC	\$203.81	0	0926251	VEH#3361 WO#77592 LABOR INSPEC
					\$7,537,053.75	\$10,409.20		

Accounts Payable Wires 9/1/2025 - 9/30/2025

DATE	WIRE #	WIRE AMT	EMP VENDOR NAME	PURPOSE	WIRE ACH
09/02/2025	10699	18,598.30	SUN LIFE ASSURANCE COMPANY OF CANADA	AUGUST 2025 PREMIUM	W
09/02/2025	10700	2,027.95	PRUDENTRX LLC	Claims 07/01-07/31	W
09/02/2025	10701	11,020.55	PAYMENT PROCESSING INC	MUNIS Merchant Services Fees	W
09/02/2025	10702	7,002.33	PAYMENT PROCESSING INC	Landfill Merchant Services fee	W
09/02/2025	10703	5,800,000.00	LGIP LOCAL GOVERNMENT INVESTMENT POOL	PURCHASE LGIP #1920	W
09/03/2025	10704	2,500,000.00	LGIP LOCAL GOVERNMENT INVESTMENT POOL	PURCHASE LGIP #1920	W
09/04/2025	10705	246,765.76	RICHLAND GOLF MANAGEMENT CORPORATION	GPGC Operating Reimbursement 0	W
09/05/2025	10706	63,709.87	CIGNA	CLAIMS 08/25 - 09/01/2025	W
09/05/2025	10707	500,000.00	LGIP LOCAL GOVERNMENT INVESTMENT POOL	PURCHASE LGIP #1920	W
09/10/2025	10708	19,317.12	CIGNA HEALTH AND LIFE INSURANCE COMPANY	AUGUST 2025 ADMIN FEES	W
09/10/2025	10709	19,256.88	CIGNA HEALTH AND LIFE INSURANCE COMPANY	SEPTEMBER 2025 ADMIN FEES	W
09/10/2025	10710	53,120.35	RXBENEFITS INC	RX CLAIMS 08/01-15/25	W
09/10/2025	10711	113,448.80	RXBENEFITS INC	RX CLAIMS 08/16-31/25	W
09/09/2025	10712	174,362.02	CIGNA	CLAIMS 09/02 - 09/08/2025	W
09/09/2025	10713	500,000.00	LGIP LOCAL GOVERNMENT INVESTMENT POOL	PURCHASE LGIP #1920	W
09/10/2025	10714	900,000.00	LGIP LOCAL GOVERNMENT INVESTMENT POOL	PURCHASE LGIP #1920	W
09/11/2025	10715	128,402.71	CORVEL	CLAIMS AUGUST 2025	W
09/15/2025	10716	39,370.00	UNITED EMPLOYEES BENEFIT TRUST	SEPTEMBER 2025 ADMIN FEES	W
09/12/2025	10717	900,000.00	LGIP LOCAL GOVERNMENT INVESTMENT POOL	PURCHASE LGIP #1920	W
09/15/2025	10718	21,000.00	CORVEL	PREFUND INVOICE	W
09/16/2025	10719	82,767.46	CIGNA	CLAIMS 09/09 - 09/15/2025	W
09/16/2025	10720	500,462.49	US BANK ST PAUL	2025 LGTO REF CONTRIBUTION	W
09/17/2025	10721	8,000,771.68	LGIP LOCAL GOVERNMENT INVESTMENT POOL	PURCHASE LGIP #1920	W
09/18/2025	10722	66,249.68	QBE INSURANCE CORPORATION	AUGUST 2025 STOP LOSS PREMIUM	W
09/23/2025	10723	168,158.70	BANK OF AMERICA	AUGUST 2025 PCARD	W
09/25/2025	10724	625,411.50	WA STATE DEPARTMENT OF REVENUE	COMBINED EXCISE TAX - AUGUST 2	W
09/18/2025	10725	44,000.56	PAYMENTUS CORPORATION	Merchant Services Fees	W
09/19/2025	10726	1,119.00	WASHINGTON STATE TREASURER	Firearms Online Pmt for CPL	W
09/19/2025	10727	800,000.00	LGIP LOCAL GOVERNMENT INVESTMENT POOL	PURCHASE LGIP #1920	W

Accounts Payable Wires 9/1/2025 - 9/30/2025

DATE	WIRE #	WIRE AMT	EMP VENDOR NAME	PURPOSE	WIRE ACH
09/23/2025	10728	69,145.22	CIGNA	CLAIMS 09/16 - 09/22/2025	W
09/23/2025	10729	2,000,000.00	US BANK N A	FHLB #3130B7UA0-4.00% (09/30)	W
09/23/2025	10730	1,420,662.75	US BANK N A	REV #735389ZA9-3.371% (05/29)	W
09/29/2025	10731	5,112,586.00	BONNEVILLE POWER ADMINISTRATION	AUG25-PAT01-10089	W
09/30/2025	10732	6,804.45	UNIFYHR LLC	FSA deduction for Sept 2025	W
09/30/2025	10733	41,581.26	CIGNA	CLAIMS 09/23 - 09/29/2025	W
09/30/2025	10734	2,000,000.00	US BANK N A	FHLB #3130B7SN9-4.00% (09/30)	W
09/30/2025	10735	1,300,000.00	LGIP LOCAL GOVERNMENT INVESTMENT POOL	PURCHASE LGIP #1920	W
TOTAL WIRE		\$34,257,123.39			

Payroll Wires and ACH 9/1/2025 thru 9/30/2025

Effective Date	WIRE/ACH	VENDOR	PAYEE	AMOUNT	comment
09/11/2025	14977	10573	A.W. REHN & ASSOCIATES INC	\$13,875.00	
09/11/2025	14978	31411	ALLSTATE	\$319.75	
09/11/2025	14979	31410	ARAG	\$389.94	
09/11/2025	14980	11924	CIGNA ACCIDENT INSURANCE	\$2,541.14	
09/11/2025	14981	10789	CITY OF RICHLAND CIGNA BASIC AD&D	\$731.34	
09/11/2025	14982	10790	CITY OF RICHLAND CIGNA DEPENDENT L	\$77.40	
09/11/2025	14983	10786	CITY OF RICHLAND CIGNA DISABILITY	\$4,416.89	
09/11/2025	14984	10787	CITY OF RICHLAND CIGNA LIFE	\$3,412.63	
09/11/2025	14985	10788	CITY OF RICHLAND CIGNA OPTIONAL AD	\$874.80	
09/11/2025	14986	10782	CITY OF RICHLAND DEPENDENT CARE RE	\$996.25	
09/11/2025	14987	10791	CITY OF RICHLAND ER POST RETIREMENT	\$45,600.00	
09/11/2025	14988	10784	CITY OF RICHLAND UNEMPLOYMENT	\$2,423.32	
09/11/2025	14989	10785	CITY OF RICHLAND WORKER'S COMPENSA	\$85,916.58	
09/11/2025	14990	10783	CITY OF RICHLAND MEDICAL DENTAL VISION	\$449,840.29	
09/11/2025	14991	10736	CITY OF RICHLAND	\$8,568.23	
09/11/2025	14992	10702	DIVISION OF CHILD SUPPORT	\$1,393.40	
09/11/2025	14993	10646	INTERNATIONAL ASSN OF FIRE FIGHTERS	\$9,434.03	
09/11/2025	14994	10700	INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS	\$4,604.51	
09/11/2025	14995	10348	INTERNATIONAL CITY MANAGEMENT ASSOCIATION	\$204,244.25	
09/11/2025	14996	10699	IUOE LOCAL #280	\$6,810.50	
09/11/2025	14997	10984	NATIONWIDE RETIREMENT SOLUTIONS	\$42,120.26	
09/11/2025	14998	32756	POLICE PROFESSIONAL STAFF GUILD	\$1,275.00	
09/11/2025	14999	31627	PROVIDENT LIFE AND ACCIDENT INSURANCE	\$3,310.73	
09/11/2025	15000	10698	RICHLAND POLICE GUILD	\$8,550.00	
09/11/2025	15001	10460	STATE OF WASHINGTON EMPLOYMENT SECURITY DEPT	\$30,311.65	
09/11/2025	15002	31699	SUN LIFE OPTIONAL LIFE INS	\$4,177.68	
09/11/2025	15003	32408	TEAMSTERS UNION DUES	\$2,231.00	
09/11/2025	15004	10696	UNITED STATES TREASURY	\$504,042.66	
09/11/2025	15005	10231	UNITED WAY OF BENTON & FRANKLIN COUNTIES	\$183.05	
09/11/2025	15006	11329	VOLUNTARY EMPLOYEES BENEFICIARY ASSOCIATION TRUST (HRA VEBA)	\$8,062.50	
09/11/2025	15007	10286	WA STATE DEPT OF RETIREMENT SYSTEMS	\$288,912.75	
			EFFECTIVE DATE TOTAL	\$1,739,647.53	
09/25/2025	15008	10573	A.W. REHN & ASSOCIATES INC	\$13,781.25	
09/25/2025	15009	31411	ALLSTATE	\$319.75	
09/25/2025	15010	31410	ARAG	\$389.94	
09/25/2025	15011	10711	BENEFITS SOLUTIONS - IAFF MERP MEDICAL EXP REIMB PLAN	\$11,475.00	
09/25/2025	15012	11924	CIGNA ACCIDENT INSURANCE	\$2,558.41	

Payroll Wires and ACH 9/1/2025 thru 9/30/2025

Effective Date	WIRE/ACH	VENDOR	PAYEE	AMOUNT	comment
09/25/2025	15013	10789	CITY OF RICHLAND CIGNA BASIC AD&D	\$732.16	
09/25/2025	15014	10790	CITY OF RICHLAND CIGNA DEPENDENT L	\$77.20	
09/25/2025	15015	10786	CITY OF RICHLAND CIGNA DISABILITY	\$4,435.28	
09/25/2025	15016	10787	CITY OF RICHLAND CIGNA LIFE	\$3,416.45	
09/25/2025	15017	10788	CITY OF RICHLAND CIGNA OPTIONAL AD	\$900.97	
09/25/2025	15018	10782	CITY OF RICHLAND DEPENDENT CARE RE	\$862.92	
09/25/2025	15019	10784	CITY OF RICHLAND UNEMPLOYMENT	\$2,345.53	
09/25/2025	15020	10785	CITY OF RICHLAND WORKER'S COMPENSA	\$92,861.91	
09/25/2025	15021	10783	CITY OF RICHLAND MEDICAL DENTAL VISION	\$448,689.16	
09/25/2025	15022	10736	CITY OF RICHLAND	\$8,537.40	
09/25/2025	15023	10702	DIVISION OF CHILD SUPPORT	\$1,265.09	
09/25/2025	15024	10646	INTERNATIONAL ASSN OF FIRE FIGHTERS	\$9,434.03	
09/25/2025	15025	10348	INTERNATIONAL CITY MANAGEMENT ASSOCIATION	\$203,709.42	
09/25/2025	15026	10699	IUOE LOCAL #280	(\$475.80)	
09/25/2025	15027	31409	NATIONWIDE	\$1,369.09	
09/25/2025	15028	10984	NATIONWIDE RETIREMENT SOLUTIONS	\$41,486.24	
09/25/2025	15029	31627	PROVIDENT LIFE AND ACCIDENT INSURANCE	(\$135.25)	
09/25/2025	15030	10460	STATE OF WASHINGTON EMPLOYMENT SECURITY DEPT	\$29,355.94	
09/25/2025	15031	31699	SUN LIFE OPTIONAL LIFE INS	\$4,177.68	
09/25/2025	15032	10696	UNITED STATES TREASURY	\$480,942.35	
09/25/2025	15033	10231	UNITED WAY OF BENTON & FRANKLIN COUNTIES	\$173.05	
09/25/2025	15034	11329	VOLUNTARY EMPLOYEES BENEFICIARY ASSOCIATION TRUST (HRA VEBA)	\$8,062.50	
09/25/2025	15035	10286	WA STATE DEPT OF RETIREMENT SYSTEMS	\$281,662.76	
			EFFECTIVE DATE TOTAL	\$1,652,410.43	
09/30/2025	15036	31411	ALLSTATE (INFO ARMOR)	\$12.50	
09/30/2025	15037	31410	ARAG LEGAL SYS	\$23.46	
09/30/2025	15038	10785	COR - WORKERS COMPENSATION	\$751.03	
09/30/2025	15039	10783	COR - WORKERS COMPENSATION	\$4,484.26	
09/30/2025	15040	10460	STATE OF WASHINGTON EMPLOYMENT SECURITY DEPT	\$147.64	
09/30/2025	15041	10696	US TREASURY	\$1,683.38	
			EFFECTIVE DATE TOTAL	\$7,102.27	
09/30/2025	15042	10696	UNITED STATES TREASURY	\$725.18	
09/30/2025	15043	10783	CITY OF RICHLAND MEDICAL DENTAL VISION	\$2,549.56	
			EFFECTIVE DATE TOTAL	\$3,274.74	
Total			WIRE TOTAL FOR SELECTED TIME PERIOD	\$3,402,434.97	

Payroll Direct Deposits / Checks 9/1/2025 - 9/30/2025

CHECK TYPE	CHECK DATE	CHECKNBR	VOID	EMP#	EMP NAME	DD AMT	VOID AMT
PAYROLL - 2025-09-11	9/11/2025	237634		0		\$527.81	0
PAYROLL - 2025-09-11	9/11/2025	237635		0		\$87.69	0
PAYROLL - 2025-09-11	9/11/2025	237636		0		\$664.95	0
PAYROLL - 2025-09-11	9/11/2025	237637		0		\$10710.42	0
PAYROLL - 2025-09-11	TOTALS:					\$11,990.87	0
PAYROLL - 2025-09-25	9/25/2025	237638		0		\$527.81	0
PAYROLL - 2025-09-25	9/25/2025	237639		0		\$87.69	0
PAYROLL - 2025-09-25	9/25/2025	237640		0		\$666.84	0
PAYROLL - 2025-09-25	9/25/2025	237641		0		\$10571.64	0
PAYROLL - 2025-09-25	TOTALS:					\$11,853.98	0
					Grand Total	\$23,844.85	0

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
9/11/2025	Direct Deposit	252530009418	1,656.76	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009417	1,809.03	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009416	2,106.98	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009415	2,306.75	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009414	1,740.74	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009413	2,146.04	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009412	1,299.68	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009411	100.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009410	250.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009409	1,821.56	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009408	1,580.82	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009407	1,181.34	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009406	1,924.69	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009405	1,643.80	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009404	100.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009403	2,374.91	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009402	2,622.26	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009401	0.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009400	0.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009399	1,633.57	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009398	1,733.62	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009397	678.79	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009396	169.70	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009395	2,034.95	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009394	1,784.18	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009393	100.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009392	2,522.83	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009391	1,475.11	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009390	3,452.28	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009389	3,882.95	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009388	1,760.94	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009387	2,432.23	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009386	100.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009385	0.00	08/25/2025 - 09/07/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
9/11/2025	Direct Deposit	252530009384	0.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009383	2,957.99	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009382	2,173.80	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009381	1,609.92	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009380	0.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009379	0.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009378	5,041.19	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009377	2,802.90	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009376	0.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009375	1,834.85	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009374	2,560.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009373	3,237.35	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009372	2,229.95	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009371	1,355.76	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009370	0.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009369	0.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009368	4,803.13	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009367	0.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009366	0.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009365	1,887.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009364	1,968.44	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009363	2,897.77	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009362	4,225.01	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009361	6,109.47	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009360	1,604.02	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009359	3,714.19	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009358	1,650.24	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009357	27.73	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009356	1,627.44	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009355	8,042.52	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009354	2,871.43	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009353	2,494.40	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009352	710.47	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009351	2,555.93	08/25/2025 - 09/07/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
9/11/2025	Direct Deposit	252530009350	26.03	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009349	220.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009348	3,303.10	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009347	3,051.61	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009346	275.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009345	1,680.22	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009344	1,250.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009343	700.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009342	332.72	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009341	4,000.20	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009340	2,227.97	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009339	2,598.16	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009338	2,274.57	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009337	1,485.46	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009336	1,474.14	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009335	200.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009334	1,645.36	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009333	2,075.55	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009332	50.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009331	0.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009330	4,292.08	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009329	1,365.08	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009328	1,735.36	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009327	2,283.96	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009326	1,927.82	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009325	1,680.71	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009324	1,136.49	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009323	4,116.41	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009322	2,091.48	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009321	2,345.65	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009320	1,737.72	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009319	2,462.15	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009318	1,708.38	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009317	0.00	08/25/2025 - 09/07/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
9/11/2025	Direct Deposit	252530009316	1,691.28	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009315	0.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009314	5,615.01	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009313	131.22	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009312	1,494.12	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009311	3,243.94	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009310	5,389.45	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009309	1,712.48	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009308	3,261.14	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009307	100.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009306	2,055.59	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009305	1,632.41	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009304	0.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009303	2,882.90	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009302	1,650.63	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009301	1,499.76	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009300	212.95	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009299	3,396.21	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009298	3,271.05	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009297	75.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009296	1,543.01	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009295	1,100.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009294	150.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009293	4,171.72	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009292	1,134.40	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009291	4,844.98	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009290	191.49	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009289	35.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009288	2,828.46	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009287	928.99	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009286	0.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009285	211.24	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009284	3,420.49	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009283	3,197.60	08/25/2025 - 09/07/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
9/11/2025	Direct Deposit	252530009282	0.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009281	1,808.22	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009280	250.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009279	3,979.62	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009278	3,209.07	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009277	50.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009276	1,000.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009275	1,604.02	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009274	1,804.02	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009273	1,868.43	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009272	3,453.25	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009271	0.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009270	3,185.25	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009269	4,201.66	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009268	814.14	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009267	2,317.19	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009266	2,138.09	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009265	1,994.39	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009264	3,398.44	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009263	40.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009262	4,021.75	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009261	1,337.95	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009260	0.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009259	1,908.82	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009258	0.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009257	4,785.02	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009256	1,030.80	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009255	925.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009254	170.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009253	3,188.75	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009252	400.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009251	2,218.98	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009250	5,370.16	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009249	500.00	08/25/2025 - 09/07/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
9/11/2025	Direct Deposit	252530009248	1,000.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009247	500.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009246	4,663.25	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009245	1,920.31	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009244	889.59	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009243	1,246.01	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009242	600.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009241	1,150.98	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009240	2,585.23	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009239	1,660.09	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009238	3,839.60	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009237	0.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009236	2,157.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009235	3,668.54	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009234	1,230.30	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009233	4,691.66	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009232	842.95	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009231	3,000.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009230	3,469.82	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009229	150.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009228	743.27	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009227	0.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009226	1,708.37	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009225	2,803.95	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009224	2,631.16	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009223	1,949.14	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009222	2,197.87	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009221	5,016.81	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009220	75.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009219	970.67	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009218	150.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009217	800.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009216	150.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009215	1,593.97	08/25/2025 - 09/07/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
9/11/2025	Direct Deposit	252530009214	1,000.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009213	3,278.94	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009212	4,462.37	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009211	3,116.47	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009210	920.25	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009209	1,638.84	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009208	2,411.81	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009207	4,224.34	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009206	25.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009205	50.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009204	100.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009203	600.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009202	4,033.51	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009201	300.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009200	2,741.65	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009199	1,728.96	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009198	0.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009197	50.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009196	2,494.09	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009195	200.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009194	2,006.02	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009193	2,737.84	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009192	4,992.47	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009191	3,553.52	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009190	2,452.47	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009189	751.21	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009188	3,736.35	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009187	0.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009186	1,041.49	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009185	2,954.28	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009184	2,976.78	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009183	1,404.24	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009182	250.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009181	1,496.69	08/25/2025 - 09/07/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
9/11/2025	Check/Cheque	No Reference	1,307.50	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009180	1,100.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009179	267.54	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009178	2,640.75	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009177	4,904.01	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009176	0.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009175	3,191.70	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009174	2,334.09	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009173	100.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009172	1,362.93	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009171	325.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009170	1,000.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009169	836.58	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009168	75.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009167	2,695.26	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009166	2,499.80	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009165	1,170.29	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009164	500.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009163	942.16	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009162	1,024.21	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009161	250.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009160	2,219.04	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009159	1,934.30	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009158	1,437.85	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009157	0.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009156	172.42	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009155	1,073.42	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009154	0.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009153	3,515.24	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009152	4,176.94	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009151	3,413.60	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009150	1,988.32	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009149	2,299.77	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009148	0.00	08/25/2025 - 09/07/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
9/11/2025	Direct Deposit	252530009147	1,785.18	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009146	1,674.71	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009145	3,296.39	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009144	500.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009143	1,403.48	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009142	5,023.50	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009141	3,835.10	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009140	3,690.07	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009139	2,272.01	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009138	4,030.49	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009137	2,923.13	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009136	1,975.35	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009135	3,280.26	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009134	1,610.86	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009133	3,560.79	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009132	3,207.18	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009131	5,142.67	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009130	4,417.82	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009129	3,859.32	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009128	50.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009127	1,528.10	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009126	2,349.83	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009125	6,412.44	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009124	0.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009123	775.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009122	1,354.31	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009121	4,567.89	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009120	3,556.91	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009119	447.10	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009118	2,131.64	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009117	100.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009116	0.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009115	1,741.38	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009114	1,996.58	08/25/2025 - 09/07/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
9/11/2025	Direct Deposit	252530009113	4,719.95	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009112	4,244.51	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009111	2,300.54	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009110	300.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009109	6,071.77	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009108	3,748.88	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009107	6,495.16	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009106	3,901.38	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009105	2,030.06	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009104	1,661.41	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009103	4,754.64	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009102	1,915.74	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009101	3,117.40	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009100	26.02	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009099	3,199.04	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009098	489.66	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009097	1,865.57	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009096	5,919.78	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009095	5,033.69	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009094	5,535.76	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009093	0.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009092	1,174.30	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009091	0.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009090	3,855.21	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009089	100.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009088	887.92	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009087	1,156.94	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009086	1,680.32	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009085	175.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009084	943.98	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009083	190.14	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009082	50.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009081	1,454.12	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009080	1,882.90	08/25/2025 - 09/07/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
9/11/2025	Direct Deposit	252530009079	0.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009078	3,070.33	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009077	2,433.48	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009076	1,773.71	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009075	250.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009074	185.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009073	300.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009072	2,043.99	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009071	3,429.62	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009070	2,544.75	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009069	3,014.97	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009068	3,526.09	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009067	4,044.06	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009066	761.70	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009065	4,035.64	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009064	3,707.43	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009063	4,058.49	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009062	1,699.19	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009061	4,941.99	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009060	1,774.30	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009059	4,171.87	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009058	2,641.10	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009057	0.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009056	4,219.39	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009055	3,116.95	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009054	0.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009053	2,188.39	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009052	3,111.50	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009051	100.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009050	1,631.15	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009049	2,871.73	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009048	1,000.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009047	1,000.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009046	2,319.21	08/25/2025 - 09/07/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
9/11/2025	Direct Deposit	252530009045	1,526.04	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009044	2,578.78	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009043	3,791.27	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009042	1,372.56	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009041	2,496.47	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009040	38.29	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009039	1,869.88	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009038	2,805.78	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009037	2,130.10	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009036	3,644.32	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009035	1,000.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009034	1,771.92	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009033	3,946.33	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009032	7,518.23	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009031	998.19	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009030	2,255.30	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009029	2,373.99	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009028	2,970.71	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009027	1,634.23	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009026	4,068.81	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009025	500.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009024	2,044.83	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009023	0.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009022	2,172.14	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009021	1,481.41	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009020	530.96	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009019	125.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009018	2,856.86	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009017	3,978.84	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009016	523.32	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009015	2,100.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009014	283.60	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009013	667.30	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009012	2,447.74	08/25/2025 - 09/07/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
9/11/2025	Direct Deposit	252530009011	1,792.59	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009010	1,098.37	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009009	0.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009008	2,221.88	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009007	150.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009006	150.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009005	1,854.58	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009004	1,555.34	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009003	200.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009002	3,560.09	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009001	2,045.49	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009000	445.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008999	3,716.08	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008998	3,425.16	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008997	2,081.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008996	2,166.89	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008995	2,940.11	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008994	26.03	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008993	2,355.38	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008992	2,787.66	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008991	3,226.86	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008990	50.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008989	200.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008988	300.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008987	300.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008986	500.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008985	3,192.45	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008984	3,205.74	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008983	1,690.23	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008982	2,250.50	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008981	2,467.12	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008980	2,299.16	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008979	2,694.65	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008978	1,189.73	08/25/2025 - 09/07/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
9/11/2025	Direct Deposit	252530008977	100.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008976	450.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008975	500.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008974	2,430.12	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008973	2,084.73	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008972	1,000.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008971	2,282.62	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008970	7.69	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008969	1,979.41	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008968	1,231.40	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008967	1,569.79	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008966	2,572.56	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008965	4,362.25	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008964	0.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008963	2,675.85	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008962	1,625.22	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008961	2,123.30	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008960	500.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008959	2,394.36	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008958	4,767.38	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008957	2,733.28	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008956	1,693.03	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008955	1,975.03	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008954	0.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008953	2,903.72	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008952	0.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008951	1,720.91	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008950	2,066.01	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008949	2,211.99	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008948	32.33	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008947	2,111.54	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008946	0.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008945	4,556.40	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008944	75.00	08/25/2025 - 09/07/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
9/11/2025	Direct Deposit	252530008943	1,966.35	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008942	500.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008941	5,294.62	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008940	50.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008939	950.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008938	3,323.74	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008937	1,440.86	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008936	1,902.76	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008935	1,998.47	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008934	4,682.75	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008933	1,853.77	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008932	2,430.24	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008931	2,106.14	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008930	2,032.66	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008929	0.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008928	2,225.24	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008927	50.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008926	26.04	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008925	4,553.76	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008924	150.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008923	2,323.49	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008922	2,233.38	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008921	115.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008920	1,737.80	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008919	1,946.11	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008918	4,012.40	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008917	2,726.30	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008916	1,960.99	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008915	3,876.81	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008914	2,851.57	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008913	1,426.18	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008912	1,100.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008911	3,202.28	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008910	500.00	08/25/2025 - 09/07/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
9/11/2025	Direct Deposit	252530008909	5,585.59	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008908	2,252.40	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008907	1,595.65	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008906	300.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008905	3,125.55	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008904	1,929.56	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008803	3,180.56	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008802	3,157.03	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008801	2,323.93	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008800	1,125.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008799	699.43	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008798	3,327.31	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008797	12,124.76	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008796	1,985.64	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008795	3,529.60	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008794	2,026.29	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008793	2,230.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008792	0.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008791	100.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008790	150.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008789	1,170.67	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008788	600.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008787	40.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008786	200.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008785	2,789.60	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008784	3,421.80	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008783	2,348.68	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008782	0.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008781	2,996.52	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008780	6,631.97	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008779	150.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008778	3,481.19	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008777	6,228.67	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008776	1,373.19	08/25/2025 - 09/07/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
9/11/2025	Direct Deposit	252530008775	450.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008774	4,041.75	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008773	4,693.59	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008772	1,917.80	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008771	2,560.93	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008770	320.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008769	500.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008768	3,169.69	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008767	0.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008766	6,173.20	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008765	0.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008764	1,339.41	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008763	1,860.94	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008762	3,035.40	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008761	1,688.07	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008760	4,926.96	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008759	3,246.12	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008758	275.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008757	4,334.82	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008756	5,105.74	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008755	50.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008754	537.11	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008903	250.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008902	4,096.38	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008901	100.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008900	300.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008899	1,345.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008898	2,692.45	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008897	3,157.66	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008896	300.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008895	2,297.85	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008894	3,267.71	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008893	3,309.39	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008892	5,545.59	08/25/2025 - 09/07/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
9/11/2025	Direct Deposit	252530008891	2,939.98	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008890	1,737.66	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008889	3,573.54	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008888	1,289.34	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008887	315.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008886	100.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008885	500.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008884	1,571.09	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008883	0.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008882	250.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008881	1,538.92	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008880	0.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008879	2,195.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008878	200.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008877	2,623.21	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008876	1,989.80	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008875	2,003.38	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008874	3,366.04	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008873	5,319.83	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008872	0.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008871	2,675.24	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008870	5,408.92	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008869	3,724.66	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008868	1,646.92	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008867	1,826.90	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008866	5,771.96	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008865	0.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008864	4,732.08	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008863	2,014.92	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008862	1,992.24	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008861	3,912.17	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008860	3,002.70	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008859	4,303.82	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008858	4,531.03	08/25/2025 - 09/07/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
9/11/2025	Direct Deposit	252530008857	3,176.04	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008856	2,391.67	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008855	300.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008854	3,844.95	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008853	3,438.79	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008852	5,762.21	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008851	2,088.15	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008850	2,231.89	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008849	4,190.46	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008848	0.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008847	400.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008846	2,565.47	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008845	3,366.81	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008844	200.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008843	350.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008842	150.75	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008841	1,492.05	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008840	1,972.32	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008839	3,644.69	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008838	3,870.84	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008837	0.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008836	4,895.32	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008835	2,713.52	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008834	1,424.06	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008833	1,810.57	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008832	2,081.22	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008831	225.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008830	3,443.32	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008829	923.12	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008828	1,350.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008827	512.90	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008826	3,817.81	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008825	2,006.89	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008824	3,514.15	08/25/2025 - 09/07/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
9/11/2025	Direct Deposit	252530008823	6,556.98	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008822	3,222.80	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008821	2,083.78	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008820	700.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008819	700.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008818	4,368.58	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008817	2,788.40	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008816	1,248.86	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008815	2,502.73	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008814	187.12	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008813	2,282.79	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008812	2,806.38	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008811	50.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008810	2,015.02	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008809	3,195.63	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008808	2,042.50	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008807	27.57	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008806	4,172.72	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008805	38.39	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008804	2,841.54	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008753	75.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008752	2,227.93	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008751	2,396.01	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008750	0.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008749	1,714.83	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008748	0.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008747	0.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008746	1,743.92	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008745	3,762.71	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008744	300.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008743	2,332.95	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008742	2,570.77	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008741	3,176.32	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008740	125.00	08/25/2025 - 09/07/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
9/11/2025	Direct Deposit	252530008739	2,433.19	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008738	5,458.23	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008737	3,871.77	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008736	1,971.61	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008735	1,959.78	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008734	2,204.34	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008733	2,605.74	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008732	4,501.79	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008731	2,624.30	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008730	2,649.48	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008729	2,099.95	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008728	1,949.61	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008727	1,709.18	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008726	4,333.07	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008725	1,000.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008724	2,716.87	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008723	4,133.03	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008722	100.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008721	200.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008720	1,333.02	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008719	2,700.95	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008718	800.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008717	1,949.31	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008716	1,533.57	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008715	2,902.13	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008714	2,129.32	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008713	2,896.60	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008712	3,585.50	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008711	1,825.23	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008710	2,190.32	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008709	1,934.26	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008708	0.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008707	250.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008706	2,017.59	08/25/2025 - 09/07/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
9/11/2025	Direct Deposit	252530008705	2,429.81	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530008704	2,599.46	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009494	2,750.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009493	1,055.40	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009492	2,219.79	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009491	3,002.17	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009490	50.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009489	1,328.73	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009488	2,474.17	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009487	50.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009486	110.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009485	125.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009484	325.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009483	2,304.01	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009482	2,188.62	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009481	1,901.76	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009480	932.83	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009479	3,287.51	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009478	1,509.07	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009477	600.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009476	0.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009475	2,292.31	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009474	750.07	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009473	100.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009472	20.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009471	2,628.86	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009470	1,762.12	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009469	4,244.22	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009468	1,643.54	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009467	3,479.08	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009466	122.24	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009465	1,405.59	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009464	1,944.95	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009463	949.87	08/25/2025 - 09/07/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
9/11/2025	Direct Deposit	252530009462	1,743.13	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009461	2,310.63	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009460	1,345.35	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009459	3,656.84	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009458	2,280.46	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009457	0.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009456	216.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009455	1,459.68	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009454	1,889.62	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009453	3,268.79	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009452	3,766.44	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009451	1,731.79	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009450	3,370.96	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009449	3,460.07	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009448	4,169.78	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009447	4,423.32	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009446	2,403.94	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009445	2,198.70	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009444	1,970.59	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009443	2,805.71	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009442	3,716.98	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009441	17.61	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009440	3,388.88	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009439	2,210.22	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009438	1,985.46	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009437	2,407.49	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009436	1,535.14	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009435	2,008.65	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009434	2,280.28	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009433	1,154.76	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009432	5,946.50	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009431	866.58	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009430	3,773.90	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009429	500.00	08/25/2025 - 09/07/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
9/11/2025	Direct Deposit	252530009428	1,135.57	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009427	1,638.87	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009426	2,496.95	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009425	1,711.99	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009424	2,786.31	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009423	300.00	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009422	1,356.82	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009421	1,455.94	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009420	4,601.80	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025	Direct Deposit	252530009419	2,370.24	08/25/2025 - 09/07/2025 (Bi-weekly)
9/11/2025			1,579,847.77	
9/25/2025	Direct Deposit	252670010282	50.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010281	1,786.39	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010280	2,202.14	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010279	200.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010278	2,083.44	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010277	967.87	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010276	22.64	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010275	3,825.69	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010274	2,197.26	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010273	1,847.94	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010272	2,754.68	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010271	50.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010270	1,333.13	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010269	3,479.86	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010268	5,327.17	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010267	1,034.08	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010266	1,227.09	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010265	300.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010264	3,129.51	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010263	2,697.59	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010262	1,825.09	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010261	2,255.92	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010260	3,810.56	09/08/2025 - 09/21/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
9/25/2025	Direct Deposit	252670010259	0.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010258	2,485.64	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010257	225.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010256	1,830.83	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010255	1,152.60	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010254	3,385.26	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010253	91.93	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010252	0.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010251	2,603.60	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010250	1,972.33	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010249	200.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010248	1,480.14	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010247	0.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010246	3,011.40	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010245	2,224.46	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010244	2,283.72	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010243	2,033.80	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010242	2,423.81	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010241	2,409.58	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010240	0.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010239	927.25	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010238	1,241.46	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010237	4,063.64	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010236	2,318.39	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010235	2,170.88	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010234	0.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010233	22.64	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010232	1,698.75	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010231	22.64	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010230	1,945.12	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010229	2,175.09	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010228	2,876.67	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010227	900.83	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010226	1,774.20	09/08/2025 - 09/21/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
9/25/2025	Direct Deposit	252670010225	1,987.08	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010224	4,364.40	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010223	2,283.39	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010222	3,420.63	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010221	2,081.74	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010220	1,580.30	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010219	2,376.10	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010218	4,857.39	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010217	4,551.94	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010216	1,934.67	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010215	4,018.30	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010214	1,721.82	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010213	3,280.40	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010212	6,922.29	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010211	3,091.75	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010210	185.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010209	19.92	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010208	4,360.48	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010207	1,889.62	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010206	500.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010205	3,390.46	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010204	2,049.18	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010203	3,737.99	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010202	300.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010201	3,625.24	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010200	2,791.18	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010199	90.53	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010198	2,372.97	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010197	300.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010196	2,167.72	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010195	3,125.96	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010194	3,248.33	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010193	4,265.99	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010192	2,136.14	09/08/2025 - 09/21/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
9/25/2025	Direct Deposit	252670010191	3,847.19	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010190	2,645.85	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010189	2,042.13	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010188	4,211.10	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010187	1,007.06	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010186	1,663.08	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010185	1,673.05	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010184	500.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010183	2,061.83	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010182	4,924.58	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010181	1,811.59	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010180	90.54	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010179	2,077.67	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010178	200.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010177	350.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010176	1,495.15	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010175	0.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010174	1,382.86	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010173	3,168.55	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010172	4,267.19	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010171	4,593.92	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010170	2,141.77	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010169	1,810.51	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010168	1,021.56	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010167	667.56	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010166	3,097.26	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010165	5,176.30	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010164	5,901.13	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010163	5,883.03	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010162	2,787.43	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010161	3,834.90	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010160	4,576.30	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010159	3,663.40	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010158	3,253.27	09/08/2025 - 09/21/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
9/25/2025	Direct Deposit	252670010157	1,000.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010156	2,133.49	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010155	2,227.77	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010154	150.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010153	2,449.81	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010152	2,584.11	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010151	1,612.86	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010150	0.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010149	1,405.75	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010148	250.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010147	1,632.62	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010146	2,089.53	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010145	4,832.60	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010144	2,363.65	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010143	0.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010142	1,452.71	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010141	126.04	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010140	2,820.68	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010139	1,519.14	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010138	4,926.18	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010137	3,922.25	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010136	0.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010135	2,899.21	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010134	1,765.57	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010133	2,035.95	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010132	2,871.77	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010131	5,676.78	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010130	1,941.16	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010129	3,697.32	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010128	1,534.24	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010127	1,144.61	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010126	1,468.67	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010125	2,386.65	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010124	3,818.70	09/08/2025 - 09/21/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
9/25/2025	Direct Deposit	252670010123	770.77	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010122	0.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010121	250.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010120	1,022.47	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010119	2,002.68	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010118	115.09	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010117	4,473.45	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010116	0.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010115	2,818.53	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010114	0.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010113	4,927.71	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010112	3,680.43	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010111	4,263.73	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010110	4,686.81	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010109	1,549.42	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010108	0.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010107	2,623.08	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010106	2,912.26	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010105	1,054.78	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010104	1,722.17	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010103	3,235.60	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010102	2,041.93	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010101	1,744.71	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010100	3,196.71	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010099	3,349.29	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010098	0.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010097	4,540.09	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010096	3,091.49	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010095	3,582.61	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010094	500.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010093	2,404.52	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010092	3,232.78	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010091	4,902.99	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010090	0.00	09/08/2025 - 09/21/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
9/25/2025	Direct Deposit	252670010089	500.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010088	500.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010087	1,929.15	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010086	4,702.59	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010085	2,995.32	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010084	3,541.83	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010083	3,474.99	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010082	599.65	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010081	149.91	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010080	1,150.08	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010079	2,700.07	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010078	300.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010077	2,299.12	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010076	1,031.62	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010075	1,551.65	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010074	925.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010073	170.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010072	400.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010071	4,938.85	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010070	2,238.83	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010069	1,197.36	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010068	2,230.06	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010067	2,139.12	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010066	4,602.13	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010065	2,179.41	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010064	1,872.95	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010063	2,423.19	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010062	2,609.55	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010061	2,772.87	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010060	50.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010059	2,566.76	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010058	2,500.24	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010057	2,450.76	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010056	100.00	09/08/2025 - 09/21/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
9/25/2025	Direct Deposit	252670010055	2,064.38	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010054	3,933.45	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010053	216.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010052	1,500.69	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010051	1,847.79	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010050	250.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010049	2,100.80	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010048	2,605.52	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010047	2,170.44	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010046	3,739.68	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010045	3,353.82	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010044	1,714.80	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010043	0.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010042	4,110.66	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010041	825.65	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010040	1,524.63	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010039	2,702.01	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010038	2,438.10	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010037	3,437.37	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010036	1,857.62	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010035	275.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010034	1,726.47	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010033	3,349.20	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010032	2,017.40	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010031	4,012.36	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010030	175.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010029	1,784.76	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010028	3,125.90	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010027	1,531.27	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010026	1,631.54	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010025	4,011.20	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010024	2,222.84	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010023	177.11	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010022	2,773.60	09/08/2025 - 09/21/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
9/25/2025	Direct Deposit	252670010021	120.71	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010020	4,541.08	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010019	2,651.48	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010018	1,125.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010017	704.22	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010016	2,080.48	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010015	1,731.88	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010014	1,681.07	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010013	5,178.11	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010012	2,836.56	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010011	5,538.04	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010010	3,284.21	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010009	4,999.25	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010008	3,119.17	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010007	1,350.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010006	511.26	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010005	5,042.75	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010004	2,989.10	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010003	1,114.31	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010002	5,424.71	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010001	1,338.84	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670010000	1,394.11	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009999	4,490.13	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009998	1,345.35	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009997	3,674.31	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009996	3,678.47	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009995	676.17	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009994	1,604.75	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009993	2,627.06	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009992	100.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009991	450.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009990	2,182.34	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009989	500.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009988	3,442.91	09/08/2025 - 09/21/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
9/25/2025	Direct Deposit	252670009987	50.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009986	1,000.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009985	1,606.91	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009984	2,116.05	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009983	50.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009982	2,352.71	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009981	0.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009980	2,600.39	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009979	73.95	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009978	2,414.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009977	4,182.02	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009976	300.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009975	2,624.74	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009974	3,224.88	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009973	22.64	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009972	6,772.69	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009971	2,112.59	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009970	1,855.66	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009969	6,787.62	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009968	1,837.23	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009967	100.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009966	2,256.15	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009965	2,750.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009964	3,034.06	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009963	2,343.48	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009962	2,477.73	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009961	809.13	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009960	2,901.81	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009959	125.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009958	2,902.77	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009957	120.73	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009956	2,351.78	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009955	75.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009954	150.00	09/08/2025 - 09/21/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
9/25/2025	Direct Deposit	252670009953	150.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009952	1,736.78	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009951	4,983.24	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009950	400.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009949	3,413.55	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009948	75.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009947	1,966.36	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009946	250.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009945	300.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009944	3,999.28	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009943	1,647.08	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009942	220.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009941	3,017.12	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009940	3,077.38	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009939	0.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009938	866.05	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009937	3,055.48	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009936	0.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009935	2,755.78	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009934	115.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009933	2,064.92	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009932	1,647.98	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009931	1,738.29	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009930	1,677.71	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009929	3,864.63	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009928	775.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009927	1,713.30	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009926	1,036.05	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009925	1,870.50	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009924	5,411.51	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009923	2,935.36	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009922	3,024.64	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009921	4,419.52	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009920	0.00	09/08/2025 - 09/21/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
9/25/2025	Direct Deposit	252670009919	5,701.26	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009918	4,299.40	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009917	2,608.51	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009916	2,525.37	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009915	100.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009914	5,409.62	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009913	2,167.40	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009912	3,792.86	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009911	1,737.61	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009910	0.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009909	1,713.73	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009908	2,399.48	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009907	3,280.09	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009906	1,871.56	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009905	2,237.98	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009904	4,765.13	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009903	2,207.93	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009902	1,966.06	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009901	1,996.71	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009900	0.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009899	700.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009898	0.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009897	700.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009896	248.23	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009895	2,087.60	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009894	0.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009893	4,136.04	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009892	2,478.65	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009891	0.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009890	2,004.08	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009889	2,872.97	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009888	1,908.57	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009887	247.49	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009886	0.00	09/08/2025 - 09/21/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
9/25/2025	Direct Deposit	252670009885	4,062.83	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009884	6,369.11	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009883	50.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009882	950.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009881	2,076.71	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009880	2,458.73	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009879	3,729.97	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009878	4,467.99	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009877	0.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009876	3,505.68	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009875	1,962.34	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009874	75.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009873	150.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009872	0.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009871	3,608.37	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009870	2,031.36	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009869	0.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009868	2,392.42	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009867	1,377.02	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009866	1,897.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009865	2,456.52	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009864	50.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009863	110.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009862	125.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009861	0.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009860	325.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009859	2,338.27	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009858	1,922.57	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009857	1,047.67	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009856	250.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009855	1,498.36	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009854	3,083.47	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009853	4,722.53	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009852	4,095.64	09/08/2025 - 09/21/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
9/25/2025	Direct Deposit	252670009851	200.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009850	3,215.57	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009849	22.96	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009848	0.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009847	0.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009846	780.90	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009845	5,398.43	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009844	2,203.15	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009843	7,144.63	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009842	2,285.99	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009841	864.06	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009840	0.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009839	2,253.20	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009838	1,903.13	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009837	1,412.07	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009836	4,612.94	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009835	2,199.27	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009834	5,175.24	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009833	2,949.98	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009832	2,025.71	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009831	3,186.69	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009830	4,782.74	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009829	3,153.69	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009828	2,110.68	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009827	3,315.97	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009826	4,340.83	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009825	131.52	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009824	3,465.23	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009823	250.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009822	2,601.33	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009821	2,142.32	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009820	150.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009819	2,315.82	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009818	3,962.96	09/08/2025 - 09/21/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
9/25/2025	Direct Deposit	252670009817	1,674.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009816	250.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009815	100.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009814	500.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009813	3,991.02	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009812	6,735.79	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009811	1,763.71	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009810	600.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009809	1,064.08	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009808	3,814.41	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009807	2,053.77	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009806	2,163.89	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009805	1,824.15	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009804	1,988.88	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009803	5,615.16	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009802	4,010.25	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009801	125.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009800	2,434.37	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009799	2,199.20	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009798	2,266.63	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009797	0.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009796	3,251.17	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009795	2,923.07	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009794	3,236.71	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009793	1,621.65	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009792	2,835.83	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009791	2,878.74	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009790	1,414.88	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009789	50.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009788	2,137.22	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009787	1,221.08	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009786	1,973.98	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009785	288.28	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009784	2,594.48	09/08/2025 - 09/21/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
9/25/2025	Direct Deposit	252670009783	1,317.34	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009782	2,081.42	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009781	300.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009780	500.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009779	2,941.08	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009778	1,052.79	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009777	50.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009776	200.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009775	300.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009774	0.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009773	3,547.77	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009772	1,911.54	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009771	6,313.72	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009770	3,399.95	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009769	1,202.07	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009768	2,302.06	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009767	100.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009766	800.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009765	250.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009764	1,951.23	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009763	1,825.15	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009762	3,104.85	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009761	2,132.75	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009760	100.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009759	3,467.13	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009758	2,871.71	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009757	4,054.22	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009756	3,460.72	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009755	1,000.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009754	2,432.42	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009753	1,000.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009752	2,357.72	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009751	1,090.69	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009750	800.00	09/08/2025 - 09/21/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
9/25/2025	Direct Deposit	252670009749	1,967.25	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009748	100.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009747	300.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009746	1,345.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009745	2,388.85	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009744	193.01	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009743	2,221.39	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009742	2,734.91	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009741	3,716.67	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009740	1,748.52	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009739	1,000.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009738	8,019.67	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009737	1,253.55	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009736	4,644.62	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009735	200.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009734	1,838.40	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009733	1,932.77	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009732	1,791.96	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009731	891.40	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009730	0.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009729	3,671.18	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009728	2,199.27	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009727	600.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009726	1,244.62	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009725	1,741.86	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009724	0.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009723	3,901.31	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009722	4,159.41	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009721	75.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009720	3,656.94	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009719	1,466.12	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009718	1,590.91	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009717	500.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009716	4,052.77	09/08/2025 - 09/21/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
9/25/2025	Direct Deposit	252670009715	1,407.26	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009714	1,100.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009713	2,824.40	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009712	100.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009711	4,618.15	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009710	1,118.44	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009709	1,250.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009708	700.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009707	2,798.42	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009706	330.16	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009705	2,266.06	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009704	3,490.80	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009703	300.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009702	1,529.17	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009701	3,246.84	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009700	2,741.25	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009699	5,002.09	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009698	2,034.08	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009697	0.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009696	2,339.89	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009695	100.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009644	2,461.76	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009643	2,211.44	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009642	2,133.98	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009641	2,232.12	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009640	1,943.32	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009639	2,126.92	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009638	1,701.56	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009637	3,308.53	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009636	2,396.23	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009635	3,709.19	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009634	22.64	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009633	2,708.01	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009632	1,877.82	09/08/2025 - 09/21/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
9/25/2025	Direct Deposit	252670009631	1,682.19	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009630	2,974.18	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009629	3,000.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009628	150.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009627	900.23	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009626	3,267.88	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009625	2,928.64	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009624	40.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009623	4,031.90	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009622	0.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009621	2,170.70	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009620	1,516.18	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009619	35.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009618	993.78	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009617	2,792.57	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009616	325.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009615	926.96	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009614	1,000.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009613	458.25	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009612	75.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009611	100.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009610	2,269.31	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009609	2,358.11	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009608	445.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009607	3,220.12	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009606	3,416.69	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009605	100.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009604	2,403.45	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009603	346.30	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009602	2,071.97	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009601	300.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009600	1,296.54	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009599	3,038.30	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009598	3,762.61	09/08/2025 - 09/21/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
9/25/2025	Direct Deposit	252670009597	1,189.02	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009596	1,401.16	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009595	0.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009594	2,991.93	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009593	1,295.74	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009592	3,594.08	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009591	1,944.34	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009590	1,819.49	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009589	2,475.36	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009588	2,038.04	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009587	275.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009586	4,345.78	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009585	50.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009584	461.94	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009583	1,764.48	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009582	2,157.89	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009581	4,458.73	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009580	1,448.99	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009579	1,100.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009578	2,309.10	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009577	1,831.81	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009576	0.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009575	3,272.05	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009574	1,000.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009573	2,486.78	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009572	2,739.84	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009571	1,817.95	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009570	2,641.96	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009569	250.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009568	0.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009567	25.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009566	50.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009565	100.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009564	4,270.92	09/08/2025 - 09/21/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
9/25/2025	Direct Deposit	252670009563	1,306.18	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009562	3,751.45	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009561	2,348.07	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009560	4,162.77	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009559	1,974.68	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009558	4,541.65	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009557	1,734.65	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009556	2,991.29	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009555	2,763.51	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009554	2,174.13	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009553	0.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009552	3,703.53	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009551	1,000.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009550	2,506.41	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009549	3,403.44	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009548	2,551.73	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009547	100.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009546	1,845.31	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009545	3,294.50	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009544	1,927.24	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009543	2,074.68	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009542	3,441.81	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009541	50.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009540	2,163.73	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009539	2,876.20	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009538	2,354.04	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009537	150.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009536	150.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009535	1,623.20	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009534	1,724.41	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009533	1,668.39	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009532	2,097.86	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009531	4,701.38	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009530	1,587.58	09/08/2025 - 09/21/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
9/25/2025	Direct Deposit	252670009529	1,418.54	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009528	1,901.72	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009527	315.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009526	921.79	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009525	2,204.22	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009524	0.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009523	0.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009522	500.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009521	1,141.71	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009520	3,183.17	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009519	500.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009518	1,000.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009517	3,276.93	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009516	1,487.21	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009515	450.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009514	1,606.77	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009513	2,553.52	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009512	2,039.72	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009511	0.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009510	0.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009509	1,665.62	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009508	2,036.50	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009507	4,138.16	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009506	2,752.91	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009505	0.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009504	2,824.80	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009503	1,651.90	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009502	2,034.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009501	2,179.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009500	3,209.11	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009499	1,542.38	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009498	0.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009497	480.97	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009496	1,747.17	09/08/2025 - 09/21/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
9/25/2025	Direct Deposit	252670009495	4,449.50	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009694	1,635.64	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009693	0.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009692	3,866.19	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009691	100.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009690	150.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009689	1,173.38	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009688	600.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009687	40.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009686	200.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009685	2,202.93	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009684	1,726.95	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009683	951.49	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009682	2,100.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009681	2,275.95	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009680	64.88	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009679	3.08	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009678	100.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009677	200.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009676	1,338.17	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009675	1,711.38	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009674	1,962.28	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009673	2,062.40	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009672	2,840.81	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009671	1,760.37	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009670	1,277.33	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009669	2,404.55	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009668	1,711.38	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009667	2,291.65	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009666	1,688.93	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009665	447.04	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009664	3,781.89	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009663	767.37	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009662	0.00	09/08/2025 - 09/21/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
9/25/2025	Direct Deposit	252670009661	0.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009660	0.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009659	14.54	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009658	0.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009657	14.54	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009656	40.21	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009655	44.66	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009654	1,805.38	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009653	2,641.99	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009652	2,553.38	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009651	2,600.45	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009650	0.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009649	0.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009648	2,412.91	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009647	500.00	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009646	1,587.78	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025	Direct Deposit	252670009645	1,985.30	09/08/2025 - 09/21/2025 (Bi-weekly)
9/25/2025			1,548,375.56	
9/30/2025	Direct Deposit	252720010289	1,051.36	09/01/2025 - 09/30/2025 (MonthlyCouncil)
9/30/2025	Direct Deposit	252720010288	1,238.15	09/01/2025 - 09/30/2025 (MonthlyCouncil)
9/30/2025	Direct Deposit	252720010287	1,437.18	09/01/2025 - 09/30/2025 (MonthlyCouncil)
9/30/2025	Direct Deposit	252720010286	1,273.98	09/01/2025 - 09/30/2025 (MonthlyCouncil)
9/30/2025	Direct Deposit	252720010285	1,279.88	09/01/2025 - 09/30/2025 (MonthlyCouncil)
9/30/2025	Direct Deposit	252720010284	1,268.92	09/01/2025 - 09/30/2025 (MonthlyCouncil)
9/30/2025	Direct Deposit	252720010283	1,210.63	09/01/2025 - 09/30/2025 (MonthlyCouncil)
9/30/2025	Direct Deposit	252720010307	319.15	09/01/2025 - 09/30/2025 (MonthlyPension)
9/30/2025	Direct Deposit	252720010306	619.98	09/01/2025 - 09/30/2025 (MonthlyPension)
9/30/2025	Direct Deposit	252720010305	982.47	09/01/2025 - 09/30/2025 (MonthlyPension)
9/30/2025	Direct Deposit	252720010304	1,102.98	09/01/2025 - 09/30/2025 (MonthlyPension)
9/30/2025	Direct Deposit	252720010303	458.30	09/01/2025 - 09/30/2025 (MonthlyPension)
9/30/2025	Direct Deposit	252720010302	1,719.26	09/01/2025 - 09/30/2025 (MonthlyPension)
9/30/2025	Direct Deposit	252720010301	796.44	09/01/2025 - 09/30/2025 (MonthlyPension)
9/30/2025	Direct Deposit	252720010300	626.96	09/01/2025 - 09/30/2025 (MonthlyPension)
9/30/2025	Direct Deposit	252720010299	1,049.20	09/01/2025 - 09/30/2025 (MonthlyPension)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
9/30/2025	Direct Deposit	252720010298	526.45	09/01/2025 - 09/30/2025 (MonthlyPension)
9/30/2025	Direct Deposit	252720010297	1,073.68	09/01/2025 - 09/30/2025 (MonthlyPension)
9/30/2025	Direct Deposit	252720010296	492.51	09/01/2025 - 09/30/2025 (MonthlyPension)
9/30/2025	Direct Deposit	252720010295	1,095.85	09/01/2025 - 09/30/2025 (MonthlyPension)
9/30/2025	Direct Deposit	252720010294	262.63	09/01/2025 - 09/30/2025 (MonthlyPension)
9/30/2025	Direct Deposit	252720010293	841.60	09/01/2025 - 09/30/2025 (MonthlyPension)
9/30/2025	Direct Deposit	252720010292	1,542.98	09/01/2025 - 09/30/2025 (MonthlyPension)
9/30/2025	Direct Deposit	252720010291	1,286.17	09/01/2025 - 09/30/2025 (MonthlyPension)
9/30/2025	Direct Deposit	252720010290	1,759.13	09/01/2025 - 09/30/2025 (MonthlyPension)
9/30/2025	Direct Deposit	252720010308	941.43	09/01/2025 - 09/30/2025 (MonthlyPension)
9/30/2025			26,257.27	
	TOTAL		3,154,480.6	



COUNCIL AGENDA ITEM COVERSHEET

Council Date: 10/21/2025

Agenda Category: Items of Business

Strategic Priority 2 - Financial Sustainability

Subject

Ordinance No. 2025-31, Approving a Change to the 2026 Ad Valorem Tax over the Prior Year (First Reading)

Department/Office	Ordinance/Resolution Number	Document Type
Finance	2025-31	Ordinance

Recommended Motion

Give first reading to Ordinance No. 2025-31, approving the 2026 ad valorem tax increase at 0% over the prior year.

Summary

Richland City Council sets the property tax levy during the annual budget process. For 2026, it is proposed that the City approve an increase of 0% to the regular levy. The 0% increase is prior to changes arising from new construction values, annexations, refunds, and increases in state-assessed property ("add-ons").

Ordinance No. 2025-31 authorizes, as required by statute, the increase of the regular levy over the prior year in terms of dollar amount and percentage. Upon approval, the City Clerk is directed to certify the increase to the Benton County Board of Commissioners and the Benton County Assessor by providing a certified copy of the Ordinance.

Staff recommends approval of Ordinance No. 2025-31 for first reading.

Fiscal Impact

Approval of Ordinance No. 2025-31 will increase the base regular levy for 2026 by \$0 before new construction, annexations, refunds and increases in state-assessed property.

Attachments

- I. Ordinance No. 2025-31

ORDINANCE NO. 2025-31

**AN ORDINANCE OF THE CITY OF RICHLAND, WASHINGTON,
RELATING TO THE INCREASE IN THE CALENDAR YEAR 2026
AD VALOREM PROPERTY TAX LEVY OVER THE AMOUNT
LEVIED IN THE PREVIOUS YEAR.**

WHEREAS, the Richland City Council has met and considered its budget for the calendar year 2026; and

WHEREAS, the Richland City Council, after hearing, and after duly considering all relevant evidence and testimony presented, has determined that the City of Richland does not require an increase in property tax revenue from the previous year in excess of the increases resulting from the addition of new construction, annexation, refunds and improvements to property and any increase in the value of state-assessed property, in order to discharge the expected expenses and obligations of the City of Richland and in its best interest; and

WHEREAS, the City of Richland's actual regular levy amount from the previous year was \$21,493,574; and

WHEREAS, the population of the City of Richland is more than 10,000.

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

Section 1. An increase in the regular property tax levy is hereby authorized for the levy to be collected in the 2026 tax year. The dollar amount of the increase over the actual levy amount from the previous year shall be zero dollars (\$0) which is a percentage increase of zero percent (0%) from the previous year. This increase is exclusive of additional revenue resulting from new construction, improvements to property, newly constructed wind turbines, any increase in the value of state-assessed property, any annexations that have occurred and refunds made.

Section 2. The City Clerk is hereby directed to provide a certified copy of this Ordinance to the Benton County Board of Commissioners and the Benton County Assessor.

Section 3. This Ordinance shall take effect the day following its publication in the official newspaper of the City of Richland.

This space intentionally left blank.

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: 10/21/2025

Agenda Category: Items of Business

Strategic Priority 2 - Financial Sustainability

Subject

Ordinance No. 2025-32, Approving the 2026 Ad Valorem Tax and Property Tax Levies (First Reading)

Department/Office	Ordinance/Resolution Number	Document Type
Finance	2025-32	Ordinance

Recommended Motion

Give first reading to Ordinance No. 2025-32, approving the 2026 ad valorem tax and property tax levies.

Summary

City Council sets the property tax levy during the annual budget process. Ordinance No. 2025-32 establishes the estimated dollar amount of the regular levy, the refund levy, and the voted library construction bond levy. Ordinance No. 2025-32 also authorizes the levies to be certified to the Benton County Board of Commissioners and the Benton County Assessor. 2026 will be the final year for the voted library construction levy.

The amounts in the Ordinance are based on preliminary numbers received from the Benton County Assessor. Amounts certified to Benton County limit the final calculated levy, so care must be taken to avoid locking in a levy amount that is too low before the values for all add-ons are known. Attached is an analysis of three options for the levy: a 1% increase, a 0% increase, and the maximum lawful levy.

For 2026, Ordinance No. 2025-32 includes no increase to the regular levy prior to any increases arising from new construction values, annexations, refunds, and increases in state-assessed property ("add-ons").

Staff recommends approval of Ordinance No. 2025-32 for first reading.

Fiscal Impact

At this time, the state-assessed property values and new construction values are still preliminary. As such, the estimated 2026 levy is still subject to change. However, any changes at this point should be relatively minor.

Attachments

1. Ordinance No. 2025-32
2. 2026 Ad Valorem Tax Options
3. 2026 General Revenue - Ad Valorem Presentation

ORDINANCE NO. 2025-32

**AN ORDINANCE OF THE CITY OF RICHLAND, WASHINGTON,
RELATING TO THE AD VALOREM PROPERTY TAX LEVIED
FOR THE CALENDAR YEAR 2026.**

WHEREAS, pursuant to RCW 84.55.120, the City of Richland duly noticed the public hearing held on October 21, 2025 to consider the City of Richland's revenue sources for the City's following year current expense budget; and

WHEREAS, the Richland City Council, after hearing, and after duly considering all relevant evidence and testimony presented, has determined that the City of Richland does not require an increase in property tax revenue from the previous year in excess of the increase resulting from the addition of new construction, annexation, any refunds, improvements to property and any increase in the value of state-assessed property, in order to discharge the expected expenses and obligations of the City of Richland and in its best interest.

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

Section 1. In accordance with RCW 84.52.020, the City Clerk is hereby directed to certify to the Benton County Board of Commissioners and the Benton County Assessor that the Richland City Council requests the following levy amounts be collected in 2026 as provided in the City's budget, which was adopted after the October 21, 2025 public hearing:

Regular Levy:

General Fund and RAISE Area Debt Service Fund	\$22,200,000 (Preliminary Estimate)
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Refund Levy:	\$ 0
------------------------	------

Library Debt Service Fund	\$ 1,774,500
-------------------------------------	--------------

TOTAL	\$23,974,500 (Estimated)
-----------------	--------------------------

Section 2. The taxes shall be collected and paid to the City Treasurer at the same time and in the same manner as provided by the laws of the State of Washington relating to collection of taxes in the cities of the first class.

Section 3. This Ordinance shall take effect the day following its publication in the official newspaper of the City of Richland.

This space intentionally left blank.

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: _____

CITY OF RICHLAND
2026 AD VALOREM PROPERTY TAX OPTIONS - PRELIMINARY
FOR REGULAR LEVY AND SPECIAL LEVIES

Home Value	2025 Levy Current Tax Dollars & Rate	Option 1	2026 Proposed Budget	Option 3
		1% Increase Current Tax + 1% (+ New Const \$530,017) (+ Annexations \$0) (+ Admin. Refund \$107,498)	Option 2 No Increase Current Tax + 0% (+ New Const \$530,017) (+ Annexations \$0) (+ Admin. Refund \$107,498)	Current Max \$22,900,292 + 1% (+ New Const \$530,017) (+ Annexations \$0)
\$1,000,000	\$1,896	\$1,887	\$1,870	\$1,990
\$750,000	\$1,423	\$1,416	\$1,403	\$1,493
\$500,000	\$948	\$944	\$936	\$995
\$400,000	\$758	\$755	\$749	\$796
\$300,000	\$568	\$566	\$561	\$597
Regular Levy:				
Tax Dollars	\$21,493,574 *	\$22,346,025	\$22,131,089	\$23,659,312
Levy Rate	\$1.7582	\$1.7481	\$1.7313	\$1.8509
Regular Levy Assessed Valuation	\$12,224,902,089	\$12,782,787,105	\$12,782,787,105	\$12,782,787,105
Special Levy:				
Tax Dollars - Library	\$1,682,800 *	\$1,774,500	\$1,774,500	\$1,774,500
Levy Rate	\$0.1382	\$0.1394	\$0.1394	\$0.1394
Special Levy Assessed Valuation	\$12,172,219,770	\$12,730,104,786	\$12,730,104,786	\$12,730,104,786
Grand Total All Levies				
Total Tax Dollars	\$23,176,374	\$24,120,525	\$23,905,589	\$25,433,812
Total Levy Rate	\$1.8964	\$1.8875	\$1.8707	\$1.9903
Regular Levy Tax \$ Differential (Option vs. Recommended):		\$214,936	\$0	\$1,313,288

(*) Final levy. Amount levied by ordinance may differ due to appeals and cancellations. Original levy limit calculation is modified after appeals are processed by the County. All 2025 rates are based on estimated valuations and are subject to change.



2026 Budget Public Hearing

Estimated Revenue Sources
& Property Taxes

Prepared by: Brandon Allen, Finance Director
October 21, 2025

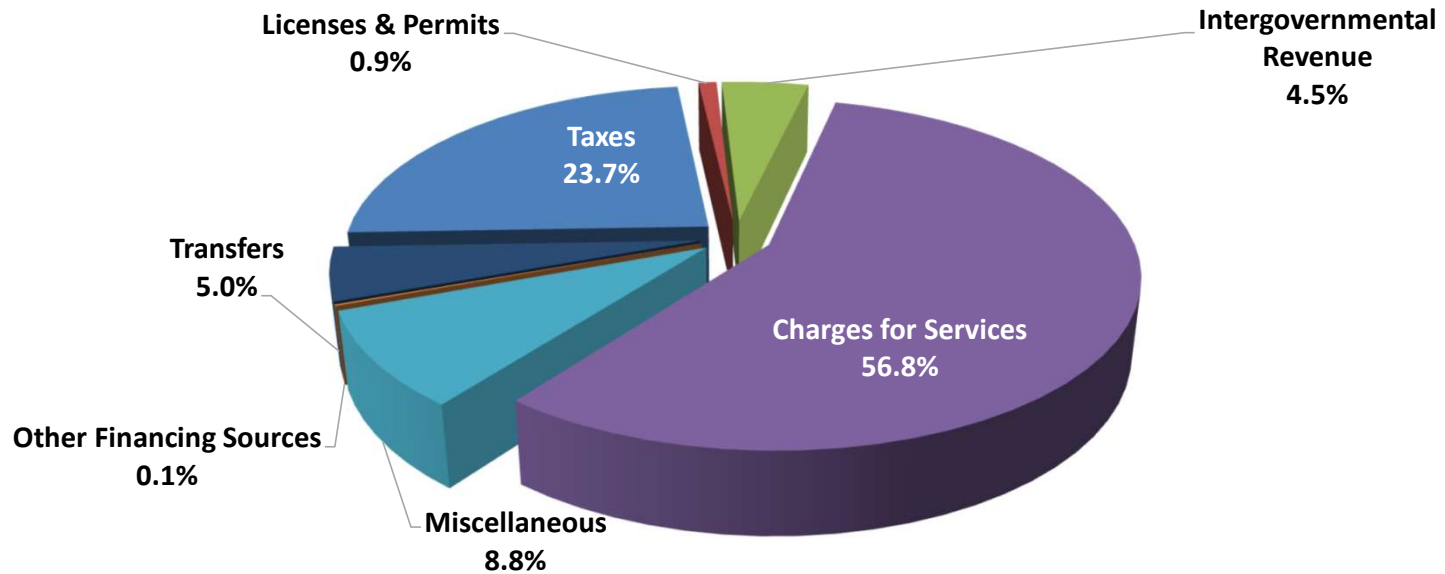


Next Steps for Budget Adoption

- October 21st
 - First Reading – Ad Valorem Taxes & Property Tax Levies
- November 4th
 - First Reading – 2026 Budget & CIP Ordinance
 - Second Reading & Passage – Ad Valorem Taxes & Property Tax Levies
- November 18th
 - Second Reading & Passage – 2026 Budget & CIP Ordinance.



2026 All Funds Estimated Revenues



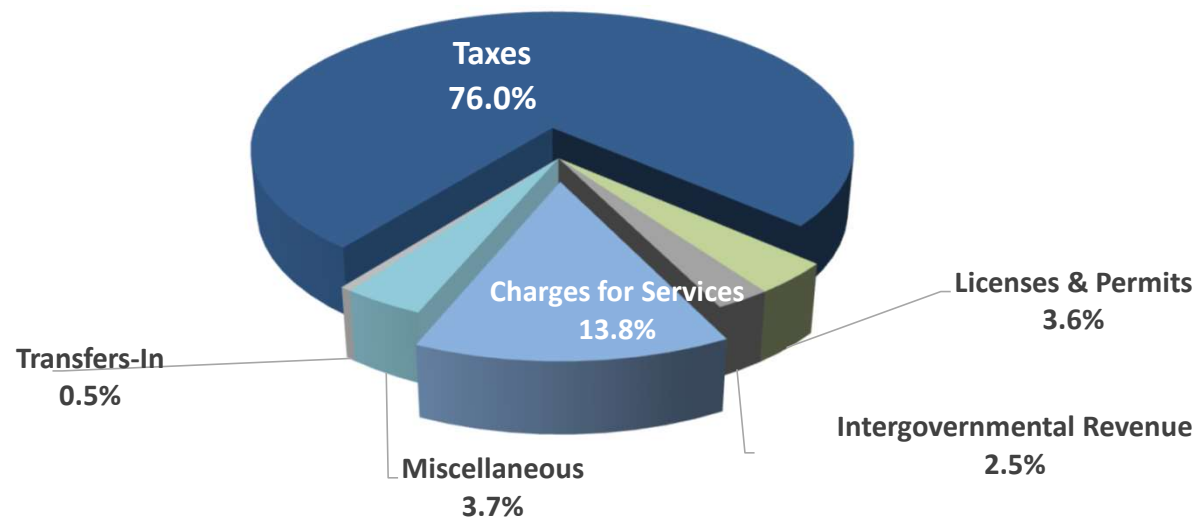


All Funds Estimated Revenues

	2026		2025	
Taxes	\$ 71,973,310	23.7%	\$ 67,469,851	20.8%
Licences & Permits	\$ 2,863,075	0.9%	\$ 2,841,575	0.9%
Intergovernmental	\$ 13,771,952	4.5%	\$ 20,004,726	6.2%
Charges for Services	\$ 172,257,318	56.8%	\$ 166,053,561	51.2%
Miscellaneous	\$ 26,999,455	8.9%	\$ 30,859,321	9.5%
Other Financing Sources	\$ 336,458	0.1%	\$ 16,022,805	4.9%
Transfers-in	\$ 15,042,201	5.0%	\$ 20,986,721	6.5%
Total	\$ 303,243,769	100%	\$ 324,238,560	100.0%



2026 General Fund Estimated Revenues



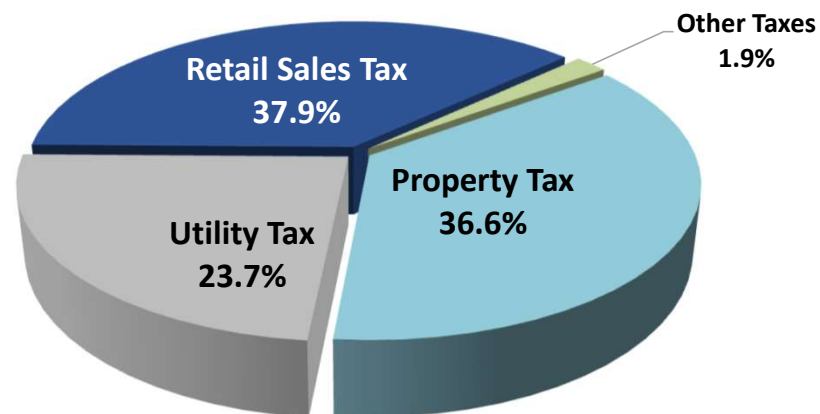


General Fund Estimated Revenues

	2026		2025	
Taxes	\$	59,017,461 75.9%	\$	56,400,624 76.0%
Licences & Permits	\$	2,778,500 3.6%	\$	2,778,500 3.7%
Intergovernmental	\$	1,945,295 2.5%	\$	2,708,745 3.7%
Charges for Services	\$	10,715,278 13.8%	\$	10,118,548 13.6%
Miscellaneous	\$	2,889,300 3.7%	\$	1,872,100 2.5%
Transfers-in	\$	401,840 0.5%	\$	287,929 0.4%
Total	\$	77,747,674 100%	\$	74,166,446 100.0%



2026 General Fund Estimated Revenues - Taxes



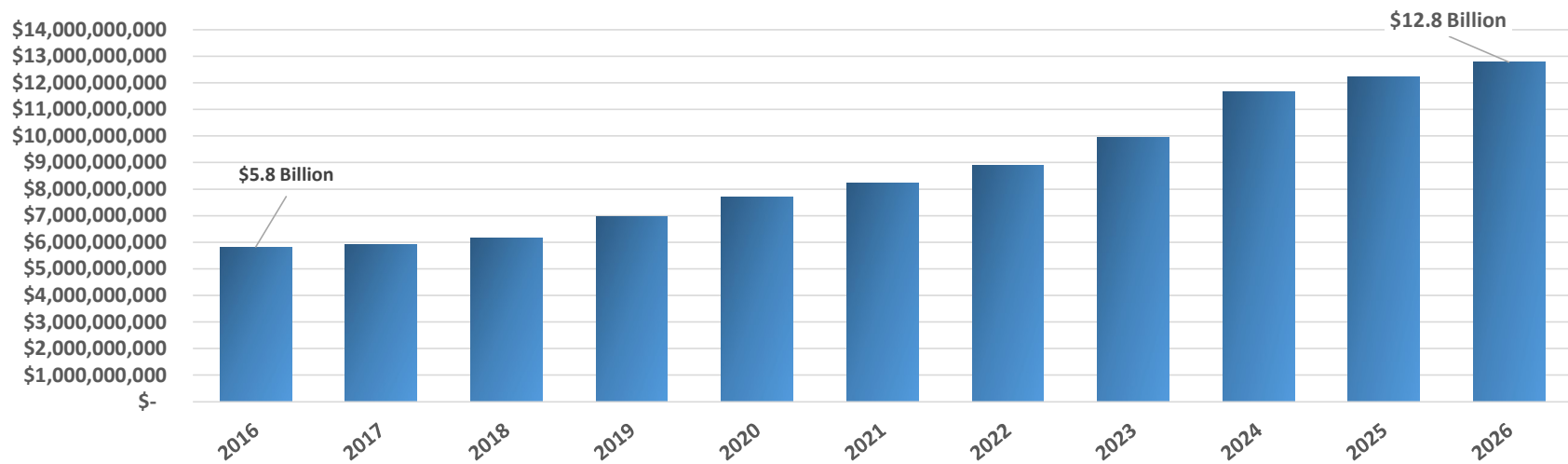


General Fund Estimated Revenues - Taxes

	2026		2025	
Property Tax	\$	21,579,699	36.6%	\$ 21,169,491 37.5%
Retail Sales Tax	\$	22,350,000	37.9%	\$ 20,419,949 36.2%
Utility Tax	\$	13,957,762	23.7%	\$ 13,731,184 24.3%
Other Taxes/Fees	\$	1,130,000	1.9%	\$ 1,080,000 1.9%
Total	\$	59,017,461	100%	\$ 56,400,624 100.0%

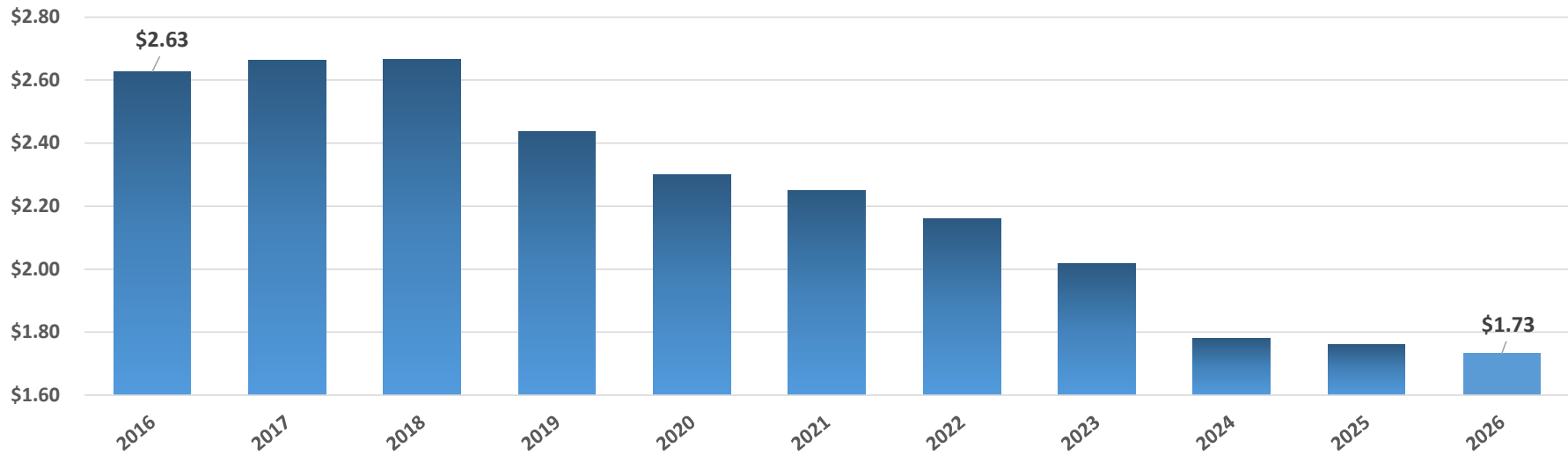


2026 General Fund Assessed Valuation History





2026 General Fund Property Tax History – Regular Levy Rate





Assessed Value and Levy Rate Comparison

	Richland	Kennewick	Pasco
2025 Assessed Value	\$ 12,224,902,089	\$ 12,110,258,178	\$ 12,792,772,477
2025 Regular Levy Rate	\$ 1.76	\$ 1.30	\$ 1.14
2025 Library District Rate	\$ -	\$ 0.24	\$ -
Total Rate per \$1,000 AV	\$ 1.76	\$ 1.54	\$ 1.14

2026 Preliminary:
Richland: AV = \$12,782,787,105
Kennewick: AV = \$12,664,439,216



Homeowner Property Tax Estimates Based on Regular Levy

	2025 Richland Property Tax	2026 Projected Richland Property Tax	2025 Total Property Tax	Equivalent Home Value - No Tax Change
\$1,000,000	\$ 1,760	\$ 1,730	\$ 9,211	\$ 1,017,341
\$750,000	\$ 1,320	\$ 1,298	\$ 6,908	\$ 763,006
\$500,000	\$ 880	\$ 865	\$ 4,606	\$ 508,671
\$400,000	\$ 704	\$ 692	\$ 3,684	\$ 406,936
\$300,000	\$ 528	\$ 519	\$ 2,763	\$ 305,202



2025 Total Levies - \$500,000 Home

Taxing District	Levy Rate	Levy Amount
Richland Regulary Levy	\$ 1.758	\$ 879
Richland Library Debt	\$ 0.138	\$ 69
Benton County Human Services	\$ 0.025	\$ 13
Benton County Veterans	\$ 0.011	\$ 6
Benton County	\$ 0.749	\$ 375
Port of Benton	\$ 0.305	\$ 153
School District 400 Debt	\$ 1.175	\$ 588
School District 400 Capital	\$ 0.678	\$ 339
School District 400 Enrichment	\$ 2.103	\$ 1,052
State School	\$ 1.474	\$ 737
State School Part 2	\$ 0.794	\$ 397
Total	\$ 9.210	\$ 4,605



CITY OF RICHLAND 2026 AD VALOREM PROPERTY TAX OPTIONS - PRELIMINARY FOR REGULAR LEVY AND SPECIAL LEVIES

			2026 Proposed Budget	
		Option 1 1% Increase Current Tax + 1% (+ New Const \$530,017) (+ Annexations \$0) (+ Admin. Refund \$ 107,498)	Option 2 No Increase Current Tax + 0% (+ New Const \$530,017) (+ Annexations \$0) (+ Admin. Refund \$ 107,498)	Option 3 Current Max \$22,196,542 + 1% (+ New Const \$530,017) (+ Annexations \$0) (+ Admin. Refund \$ 107,498)
Home Value	2025 Levy Current Tax Dollars & Rate			
\$1,000,000	\$1,896	\$1,887	\$1,870	\$1,943
\$750,000	\$1,423	\$1,416	\$1,403	\$1,458
\$500,000	\$948	\$944	\$936	\$972
\$400,000	\$758	\$755	\$749	\$777
\$300,000	\$568	\$566	\$561	\$583
Regular Levy:				
Tax Dollars	\$21,493,574 *	\$22,346,025	\$22,131,089	\$23,056,022
Levy Rate	\$1.7582	\$1.7481	\$1.7313	\$1.8037
Regular Levy Assessed Valuation	\$12,224,902,089	\$12,782,787,105	\$12,782,787,105	\$12,782,787,105
Special Levy:				
Tax Dollars - Library	\$1,682,800 *	\$1,774,500	\$1,774,500	\$1,774,500
Levy Rate	\$0.1382	\$0.1394	\$0.1394	\$0.1394
Special Levy Assessed Valuation	\$12,172,219,770	\$12,730,104,786	\$12,730,104,786	\$12,730,104,786
Grand Total All Levies				
Total Tax Dollars	\$23,176,374	\$24,120,525	\$23,905,589	\$24,830,522
Total Levy Rate	\$1.8964	\$1.8875	\$1.8707	\$1.9431
Regular Levy Tax \$ Differential (Option vs. Recommended):		\$214,936	\$0	\$709,998

(*) Final levy. Amount levied by ordinance may differ due to appeals and cancellations. Original levy limit calculation is modified after appeals are processed by the County. All 2025 rates are based on estimated valuations and are subject to change.



COUNCIL AGENDA ITEM COVERSHEET

Council Date: 10/21/2025

Agenda Category: Items of Business

Strategic Priority I - High Performance Government

Subject

Ordinance No. 2025-35, Amending the 2025 Budget in Various City Funds (First Reading)

Department/Office	Ordinance/Resolution Number	Document Type
Finance	2025-35	Ordinance

Recommended Motion

Give first reading to Ordinance No. 2025-35, amending the 2025 Budget as identified therein.

Summary

Ordinance No. 2025-35 will address several budget adjustments occurring in various funds as follows:

- Resolution No. 2025-38 authorized the acceptance of a grant in the amount of \$15,900 for the purchase of fire rescue equipment. An additional \$119,100 is needed from the Medical Services fund balance to complete the \$135,000 purchase to replace failed rescue equipment.
- Additional appropriations in the amount of \$167,131 are needed to complete the Thayer Drive Street Lights project. There are adequate funds in the Streets Capital Construction Fund from prior project savings to fund this adjustment.
- Significant software implementations for work order/asset management and a new human resources information system are ongoing in 2025. Unspent funds from 2024 in the amount of \$1,650,000 need to be re-appropriated to continue the projects into 2025.
- The City entered into an agreement with Benton County to have the county manage the administration and reporting of funds received in relation to the National Opioid Settlement. Additional appropriations in the amount of \$1,000,000 are needed in the General Fund to allow payment of on-hand opioid settlement funds to the county. Approximately \$133,000 is revenue received in 2025.
- Funds were carried forward into 2025 for open Golf Course projects. These funds need to be allocated from the General Fund and Park Project Construction Fund to the Golf Course Fund, resulting in reductions of \$283,211 and \$101,574, respectively.
- Due to decreases in grant funding in the Community Development Block Grant (CDBG) and HOME Funds, appropriation reductions are appropriate in the amount of \$3,537 in CDBG and \$60,616 in HOME. As part of the net reduction in CDBG, transfers to the Streets Capital Construction Fund are reduced by \$30,550.
- Additional appropriations are needed in the City Streets Fund and Fire Station Construction Fund, in the amount of \$780,000, to transfer unspent project funds to be utilized by the Neighborhood Traffic Safety Program, and to transfer up to \$270,000 to the General Fund to close the project.

Under state law, a public hearing is required when existing unappropriated fund balances are used to increase appropriations. A duly noticed public hearing will be held on October 21, 2025 to take public testimony on this budget amendment.

Fiscal Impact

General Fund appropriations will increase by \$2,366,789, of which \$290,036 is supported by new revenues and \$2,076,753 is from unappropriated fund balance. Total city-wide appropriations will increase by \$3,932,428, of which \$1,089,538 will be funded with new revenues and transfers, and \$2,842,890 funded from unappropriated fund balance.

Attachments

- I. Ordinance No. 2025-35

ORDINANCE NO. 2025-35

AN ORDINANCE OF THE CITY OF RICHLAND, WASHINGTON, AMENDING THE 2025 BUDGET TO PROVIDE FOR ADDITIONAL APPROPRIATIONS IN THE CITY'S GENERAL FUND, STREETS CAPITAL CONSTRUCTION FUND, MEDICAL SERVICES FUND, COMMUNITY DEVELOPMENT BLOCK GRANT FUND, HOME FUND, GOLF COURSE FUND, PARK PROJECT CONSTRUCTION FUND, FIRE STATION CONSTRUCTION FUND AND CITY STREETS FUND AND DECLARING THAT A PUBLIC EMERGENCY EXISTS IN THE CITY'S GENERAL FUND, STREETS CAPITAL CONSTRUCTION FUND, MEDICAL SERVICES FUND, GOLF COURSE FUND AND FIRE STATION CONSTRUCTION FUND.

WHEREAS, on November 19, 2024, Richland City Council approved Ordinance No. 2024-37 adopting the 2025 Budget; and

WHEREAS, this Ordinance No. 2025-35 will address several budget adjustments occurring in various funds; and

WHEREAS, on March 18, 2025, Richland City Council approved Resolution No. 2025-38, accepting a grant in the amount of \$15,900 from the Wildhorse Foundation for emergency response rescue tools; and

WHEREAS, additional funds in the amount of \$119,100 are required from the Medical Services Fund unappropriated fund balance to complete the purchase of the rescue equipment (total additional appropriation of \$135,000); and

WHEREAS, additional appropriations from the Streets Capital Construction Fund are needed in the amount of \$167,131 to complete the Thayer Drive Street Lights project, the source of which is savings from other completed projects less \$30,550 in funds transferred from the Community Development Block Grant (CDBG) Fund; and

WHEREAS, Community Development Block Grant Fund appropriations must be reduced by \$3,537 due to a decrease in federal funding; and

WHEREAS, HOME Fund appropriations need to be reduced by \$60,616 due to the combination of additional funding of \$3,602 in HOME-ARP offset by funding reductions of \$64,218 in the HOME-HUD program; and

WHEREAS, additional appropriations in the amount of \$1,650,000 are required in the General Fund to reappropriate unspent 2024 appropriations for work order/asset management and human resource information system upgrades that continued into 2025; and

WHEREAS, because Benton County administers and reports on the use of opioid settlement funds received by the City of Richland, additional appropriations are needed in the General fund in the amount of \$1,000,000 to transfer Richland’s opioid settlement funds to Benton County; and

WHEREAS, appropriation changes are needed to reallocate funds previously carried over from 2024 to the Golf Course Fund in the amount of \$384,785; and

WHEREAS, increases to the Golf Course Fund are offset by reductions in appropriations in the General Fund of \$283,211 and the Park Project Construction Fund of \$101,574; and

WHEREAS, excess project funds in the Fire Station Construction Fund in the amount of \$780,000 are available to be transferred to the City Streets Fund for the Neighborhood Traffic Safety Program, and an estimated \$270,000 will be available to transfer to the General Fund to close the project; and

WHEREAS, no funds were appropriated in the above above-referenced funds for the purposes identified herein; and

WHEREAS, sufficient unappropriated funds are available in the listed funds to support the required budget adjustment; and

WHEREAS, pursuant to RCW 35.33.091, a duly noticed public hearing was held on October 21, 2025 regarding the increase in appropriations from beginning fund balance in the above-referenced funds.

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

Section 1. Facts Constituting Emergency. The expenses contained within this Ordinance were not anticipated when the 2025 Budget was adopted.

Section 2. Declaration of Public Emergency. Due to circumstances described above, the City Council declares that a public emergency exists in the General Fund, Streets Capital Construction Fund, Medical Services Fund, Golf Course Fund and Fire Station Construction Fund.

Section 3. Amendment of the 2025 Budget. The 2025 Budget is hereby amended to provide additional appropriations in the General Fund, Streets Capital Construction Fund, Medical Services Fund, Community Development Block Grant Fund, HOME Fund, Golf Course Fund, Park Project Construction Fund, Fire Station Construction Fund and City Streets Fund from unappropriated fund balance as follows:

General Fund

Current Appropriation: \$ 85,468,483

Increase in Appropriation: \$ 2,366,789

Amended Appropriation: \$ 87,835,272

Streets Capital Construction Fund

Current Appropriation: \$ 46,474,363

Increase in Appropriation: \$ 136,581

Amended Appropriation: \$ 46,610,944

Medical Services Fund

Current Appropriation: \$ 10,357,054

Increase in Appropriation: \$ 135,000

Amended Appropriation: \$ 10,492,054

Community Development Block Grant Fund

Current Appropriation: \$ 563,190

Increase in Appropriation: \$ (3,537)

Amended Appropriation: \$ 559,653

HOME Fund

Current Appropriation: \$ 6,321,482

Increase in Appropriation: \$ (60,616)

Amended Appropriation: \$ 6,260,866

Golf Course Fund

Current Appropriation: \$ 2,450,919

Increase in Appropriation: \$ 384,785

Amended Appropriation: \$ 2,835,704

Park Project Construction Fund

Current Appropriation: \$ 12,410,336

Increase in Appropriation: \$ (101,574)

Amended Appropriation: \$ 12,308,762

Fire Station Construction Fund

Current Appropriation: \$ 762,489

Increase in Appropriation: \$ 295,000

Amended Appropriation: \$ 1,057,489

City Streets Fund

Current Appropriation: \$ 5,113,946

Increase in Appropriation: \$ 780,000

Amended Appropriation: \$ 5,893,946

Section 4. This Ordinance shall take effect the day following its publication in the official newspaper of the City of Richland.

This space intentionally left blank.

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: 10/21/2025

Agenda Category: Items of Business

Strategic Priority 2 - Financial Sustainability

Subject

Resolution No. 2025-134, Declaring Certain Vehicles and Equipment Surplus to the City's Needs and Authorizing Disposition

Department/Office

Administrative Services Department

Ordinance/Resolution Number

2025-134

Document Type

Resolution

Recommended Motion

Adopt Resolution No. 2025-134, declaring the items listed in Exhibit A to Resolution No. 2025-134 as surplus to the City's needs and authorizing staff to dispose of the vehicles, equipment and items in a manner most advantageous to the City.

Summary

As city equipment, vehicles and other personal property reach the end of their useful life, the property is removed from service and disposed of according to Chapter 3.08 of the Richland Municipal Code (RMC). Chapter 3.08 RMC requires Council approval for the sale or disposal of items purchased for use in a utility or having an estimated salvage value of over \$5,000.

The equipment and items listed in Exhibit A to Resolution No. 2025-134 are no longer of value to the City and are ready for sale or disposal. This resolution authorizes staff to dispose of each item in the manner that is most advantageous to the City.

Staff recommends adoption of Resolution No. 2025-134.

Fiscal Impact

Proceeds from the sale of the surplus items will be deposited into the appropriate fund from which the equipment originated.

Attachments

- I. Resolution No. 2025-134

RESOLUTION NO. 2025-134

**A RESOLUTION OF THE CITY OF RICHLAND, WASHINGTON,
DECLARING CERTAIN VEHICLES AND EQUIPMENT SURPLUS
TO THE CITY'S NEEDS.**

WHEREAS, the Richland City Council, as the legislative authority of the City of Richland, has determined that certain vehicles and equipment are surplus to the City's needs.

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

Section 1. The City Council finds and declares that certain vehicles and equipment, as listed on **Exhibit A**, attached hereto, are no longer needed for municipal purposes and are therefore surplus to the City's needs.

Section 2. Staff is hereby authorized to sell or dispose of said equipment on behalf of the City.

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 21st day of October, 2025.

Theresa Richardson, Mayor

Attest:

Approved as to Form:

Jennifer Rogers, City Clerk

Heather Kintzley, City Attorney

CITY ID NO.	YEAR / ID #	QTY	EST. VALUE (EACH)	DEPT/DIVISION	ITEM DESCRIPTION
3278	2006	1	\$15,000.00	STREETS	2006 CHEVY TRUCK 4X2
3320	2003	1	\$15,000.00	PW/SW DISPOSAL	2003 VOLVO ROLLOFF CONVERSION
3338	2016	1	\$150,000.00	PW/SEWER MAINT.	2016 MACKGU713 JET/VACUUM
4098	1992	1	\$5,000.00	STREETS	1992 TRAIL TRAILER
4122	2000	1	\$14,000.00	STREETS	2000 OLYMP 30TDT3
4143	2008	1	\$3,000.00	ENERGY SERV./POWER OPS	2008 EAGLE MINI DUMP TRAILER
4144	2006	1	\$5,000.00	PW/WATER MAINT.	2006 TRAIL KING TILT TRAILER
5043	2011	1	\$20,000.00	FIRE	2011 NORTH STAR AMBULANCE 4X4
6544	2003	1	\$4,000.00	STREETS	2003 SULLIVAN AIR COMPRESSOR
6565	2009	1	\$7,000.00	PW/SW DISPOSAL	JOHN DEERE 6' MOWER
6614	2018	1	\$6,000.00	PARKS/FACILITIES	JD ATV HPX815E
7104	1995	1	\$30,000.00	PW/SW DISPOSAL	1995 CAT CH35 CHALLENGER
7161	2018	1	\$20,000.00	PARKS/FACILITIES	2018 JACOBSEN HR800
1227	2016	1	\$10,000.00	POLICE	SILVERADO 1500 LTZ CREW CAB
1228	2015	1	\$5,000.00	POLICE	TOWN AND COUNTRY TOURING VAN
1229	2017	1	\$6,000.00	POLICE	VW PASSAT 1.8T SE
1230	2014	1	\$4,000.00	POLICE	2014 BUICK ENCORE PREMIUM
2401	2012	1	\$7,000.00	ENERGY SERV./POWER OPS	2012 FORD F150 4X4 SUPERCAB
2419	2013	1	\$5,000.00	PARKS/RECREATION	2013 FORD F150 4X2
2429	2015	1	\$6,000.00	POLICE/CRIMINAL JUSTICE SALES TAX	FORD POLICE INTERCEPTR SUV AWD
2448	2016	1	\$8,000.00	POLICE	PI AWD SUV INTERCEPTOR
3271	2005	1	\$20,000.00	POLICE	2005 CHEV K4500 BOMB TRUCK
3319	2013	1	\$9,000.00	PW/WATER MAINT.	2013 CHEV C3500 4X4 W/SVCE BDY
3321	2013	1	\$25,000.00	STREETS	2013 FREIGHT DUMP/SWAP LOADER

CITY ID NO.	YEAR / ID #	QTY	EST. VALUE (EACH)	DEPT/DIVISION	ITEM DESCRIPTION
3322	2013	1	\$20,000.00	ENERGY SERV./POWER OPS	2013 FORD F350 4X4 FLATBED
3323	2013	1	\$20,000.00	PARKS/FACILITIES	2013 FORD F350 4X4 W/SVC BODY
3324	2013	1	\$25,000.00	PARKS/FACILITIES	2013 FORD F350 4X4 FLATBED
3335	2016	1	\$50,000.00	PW/SW COLLECTION	2016 PETE 320 ASL
3342	2017	1	\$85,000.00	PW/SW DISPOSAL	2017 VOLVO VHD64B200
5033	2001	1	\$40,000.00	FIRE	2001 EONE PUMPER
6631	2020	1	\$30,000.00	PARKS/FACILITIES	2020 JOHN DEERE 1575 6' MOWER
7172	2020	1	\$22,000.00	PARKS/FACILITIES	2020 TORO GROUNDMASTER
N/A	N/A	1	\$500.00	ENERGY SERV./POWER OPS	KALAMAZOO BAND SAW
N/A	N/A	1	\$500.00	ENERGY SERV./POWER OPS	ENERPAC CONDUIT BENDER
N/A	N/A	1	\$500.00	ENERGY SERV./POWER OPS	LINCOLN WELDER + 2 WELDING SCREENS
N/A	N/A	10	\$40.00	ENERGY SERV./POWER OPS	MAP DRAWERS
N/A	N/A	3	\$40.00	ENERGY SERV./POWER OPS	FILE CABINETS
N/A	N/A	1 LOT	\$20.00	ENERGY SERV./POWER OPS	DESK, WOOD SHELF, METAL FILE HOLDER
N/A	N/A	120'	\$100.00	ENERGY SERV./POWER OPS	SCH 80 CONDUIT 3"
N/A	N/A	400'	\$1,500.00	ENERGY SERV./POWER OPS	SCH 80 CONDUIT 4"
N/A	N/A	540'	\$2,000.00	ENERGY SERV./POWER OPS	SCH 80 CONUIT 5"
N/A	N/A	260'	\$1,000.00	ENERGY SER./POWER OPS	SCH 80 CONUIT 6"
N/A	N/A	3	\$40.00	PW/WASTEWATER	FILE CABINETS
N/A	N/A	35	\$1.00	PW/WASTEWATER	OFFICE CHAIRS (OLD)
N/A	N/A	10	\$1.00	PW/WATER OPS	OFFICE CHAIRS (OLD)
N/A	N/A	2	\$40.00	PW/ENGINEERING	FILE CABINETS
N/A	N/A	1	\$20.00	PW/ENGINEERING	DESK
N/A	N/A	1200	\$500.00	PW/ENGINEERING	WOOD GRADING HUBS

CITY ID NO.	YEAR / ID #	QTY	EST. VALUE (EACH)	DEPT/DIVISION	ITEM DESCRIPTION
N/A	N/A	1	\$1500.00	PW/WATER OPS	SAYLOR-BEALL AIR COMPRESSOR
N/A	N/A	1	\$20.00	PW/WATER OPS	FILE CABINET
N/A	N/A	1	\$10.00	PW/WATER OPS	TAC BOARD
N/A	N/A	23	SCRAP	ENERGY SERB./POWER OPS	JUNK TRANSFORMERS
N/A	N/A	19	SCRAP	ENERGY SERB./POWER OPS	JUNK SWITCHGEARS



COUNCIL AGENDA ITEM COVERSHEET

Council Date: 10/21/2025

Agenda Category: Items of Business

Strategic Priority 1 - High Performance Government

Strategic Priority 2 - Financial Sustainability

Subject

Resolution No. 2025-135, Approving the 2023-2025 Collective Bargaining Agreement with the International Association of Firefighters Union Local 1052 - Battalion Chiefs

Department/Office

Human Resources

Ordinance/Resolution Number

2025-135

Document Type

Resolution

Recommended Motion

Adopt Resolution No. 2025-135, approving the 2023-2025 Collective Bargaining Agreement with the International Association of Firefighters Union Local 1052 - Battalion Chiefs, and authorizing the City Manager to execute documents related thereto.

Summary

In August 2023, the City entered into negotiations with the International Association of Firefighters Union Local 1052 - Battalion Chiefs (IAFF-BC) to bargain a successor agreement covering 2023-2025. IAFF-BC represents approximately five (5) city employees in the Richland Fire & Emergency Services Department.

The parties met four (4) times during contract negotiations and requested contract mediation with the Public Employment Relations Commission (PERC) on October 6, 2023. The parties met numerous times in mediation with a PERC staff mediator before reaching an impasse. The following items were certified for interest arbitration:

- Article 18 - Wages
- Article 20 - Fire Education Incentive Program (Sections 20.5, 20.6 and 20.7)
- Article 33 - Longevity Pay
- Article 39 - Deferred Compensation
- Article 42 - No Smoking
- Appendix A - Wage Tables, Paramedic Pay, AEMT Pay and EMT with IV Endorsement Pay

Pursuant to RCW 41.56.450, an interest arbitration hearing was held on May 13 and May 14, 2025. Central to the arbitration was compensation, specifically wages, premiums, and related pay differentials. The Union sought to maintain historical bargaining patterns through a “me too” approach with the Rank-and-File unit, ensuring an 11.5% pay differential between Battalion Chiefs and Captains and retaining existing education and paramedic premiums. The City proposed restructuring compensation by incorporating education and paramedic premium pays into base wages to increase transparency and align with external comparators.

The City argued that its proposal maintained competitive pay, exceeded cost-of-living adjustments, and was justified by fiscal responsibility, internal parity, and strong recruitment and retention rates. It emphasized that Richland’s Battalion Chiefs already ranked at or near the top of comparable jurisdictions in total compensation, even after adjusting for regional cost differences. The Union countered that the City’s proposal would compress the pay differential between Captains and Battalion Chiefs, effectively reducing incentives for promotion and undermining the established pay relationship that had served as the bargaining norm for decades. The Union also cited increased workload as justification for maintaining current premiums and the existing structure of compensation.

The Arbitrator ruled largely in favor of the Union’s position on wages and related premiums. The Union’s wage proposal was found to better preserve internal equity and historical differentials while aligning with recent cost-of-living trends. The Arbitrator also awarded the Union’s proposal on the use of tobacco in the workplace. However, the Arbitrator denied the Union’s request to add a master’s degree premium, finding no current impact or

demonstrated necessity, and also denied expanding longevity pay beyond the existing 25-year threshold. Ultimately, the award adopted the Union's proposals on base wages, paramedic, EMT, and education pay, while granting the City's positions on master's degree and longevity pay, reaffirming the historical "me too" bargaining relationship between the two firefighter units.

2023-2025 Classifications and Wages Awarded

Effective the 1st payroll period of the 2023 payroll year (December 19, 2022), the wage/steps of Battalion Chiefs, and thus their wage schedule, shall increase to the amounts set forth below so that the differential between the base wages/steps of BC-EMT and Captain-EMT shall be 11.5%.

Position	E	F
Battalion Chief (24 hour)	\$10,765.00	\$11,245.00
Battalion Chief (40 hour)	\$11,842.00	\$12,369.00

Effective the 1st payroll period of the 2024 payroll year (December 18, 2023), the base wages/steps of Battalion Chiefs shall increase by 4.0% in order to maintain an 11.5% differential with the base wages/steps of Capt. EMT.

Effective July 1, 2024, the base wages/steps of Battalion Chiefs shall increase by 1.0% in order to maintain an 11.5% differential with the base wages/steps of Captain-EMT.

Effective the 1st payroll period of the 2025 payroll year (December 16, 2024), the base wages/steps of Battalion Chiefs shall increase by 2.5% in order to maintain an 11.5% differential with the base wages/steps of Captain-EMT.

Effective July 1, 2025, the base wages/steps of Battalion Chiefs shall increase by 2.0% in order to maintain an 11.5% differential with the base wages/steps of Captain-EMT.

As a result of the interest arbitration award, as of July 1, 2025, a Battalion Chief with a paramedic certification (additional 12%) and a bachelor's degree (additional 10%) is compensated at \$177,156.67 per year (base wage; no overtime). Four of Richland's five Battalion Chiefs currently hold a paramedic certification and all of them have at least a bachelor's degree. A day shift Battalion Chief with a paramedic certification (additional 12%) and a bachelor's degree (additional 10%) is compensated at \$193,458.67 per year (base wage; no overtime).

The full interest arbitration award is included with the staff report.

Pursuant to Article IV of the Richland City Charter, notice was duly published that a public hearing would be held on October 21, 2025 to take public comment on the proposed 2023-2025 IAFF-BC Collective Bargaining Agreement.

Staff recommends approval of Resolution No. 2025-135.

Fiscal Impact	The IAFF-BC wage increase is required per the interest arbitration award issued on August 18, 2025.
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Attachments

1. Resolution No. 2025-135
2. August 18, 2025 Interest Arbitration Award
3. Proposed 2023-2025 IAFF-BC Collective Bargaining Agreement

RESOLUTION NO. 2025-135

**A RESOLUTION OF THE CITY OF RICHLAND, WASHINGTON,
APPROVING THE 2023-2025 COLLECTIVE BARGAINING
AGREEMENT WITH THE INTERNATIONAL ASSOCIATION OF
FIRE FIGHTERS UNION LOCAL NO. 1052 - BATTALION CHIEFS.**

WHEREAS, the Richland City Council desires to attract and retain qualified employees and maintain harmonious relations between the City and the International Association of Fire Fighters Union Local No. 1052 - Battalion Chiefs (IAFF-BC); and

WHEREAS, certain amendments to wages, benefits, and other terms and conditions of employment are warranted based on market considerations and result from voluntary agreement reached during negotiations; and

WHEREAS, additional amendments to wages, benefits, and other terms and conditions of employment are required pursuant to an interest arbitration award issued August 18, 2025; and

WHEREAS, the City Manager may desire to enter into memorandums of understanding periodically throughout the term of the Collective Bargaining Agreement (CBA) with the IAFF-BC labor group for operational and administrative purposes.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Richland that the 2023-2025 Collective Bargaining Agreement with the International Association of Fire Fighters, Local No. 1052 - Battalion Chiefs is hereby approved.

BE IT FURTHER RESOLVED that the City Manager is authorized to sign and execute the 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 the IAFF-BC for operational or administrative purposes during the term of the 2023-2025 Collective Bargaining 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 21st day of October, 2025.

Theresa Richardson, Mayor

Attest:

Approved as to Form:

Jennifer Rogers, City Clerk

Heather Kintzley, City Attorney

BEFORE THE INTEREST ARBITRATION PANEL
IN THE MATTER OF INTEREST ARBITRATION BETWEEN

CITY OF RICHLAND, WASHINGTON,
Employer

PERC CASE NO. 141195-I-24

and

INTEREST AWARD

**INTERNATIONAL ASSOCIATION OF
FIREFIGHTERS, LOCAL 1052,**
Union

Neutral Arbitrator **Paul Gordon**
City Partisan Arbitrator **Heather Kintzley**
Union Partisan Arbitrator **Curtis Walsh**

Appearances:

Attorney John Lee, with Attorney John A. Henry on Brief, Summit Law Group, PLLC, 315 Fifth Avenue South, Suite 1000 Seattle, WA 98104-2682 appeared on behalf of the City of Richland, Washington.

Attorney Alex K. Skalbania, Skalbania & Vinnedge, 3600 15TH Avenue W., Suite 100, Seattle, WA 98119-1330 appeared on behalf of International Association of Firefighters, Local 1052.

INTRODUCTION

The City of Richland, herein the City or Employer, and International Association of Firefighters, Local 1052, herein the Union or Local 1052, are parties to a collective bargaining agreement which expired on December 31, 2022. The bargaining unit represented by the Union consists of five commissioned Battalion Chiefs, herein Battalion Chiefs or BCs, within the City's Fire Department. In negotiating a successor agreement the parties were unable to agree on all issues. Pursuant to RCW 41.56.450, an interest arbitration hearing was held on May 13 and 14, 2025 in Richland, Washington. The parties jointly selected Paul Gordon to serve as neutral Arbitrator and chair of the panel. The City chose Heather Kintzley as its partisan Arbitrator and the Union chose Curtis Walsh as its partisan Arbitrator. At the hearing, witnesses testified under oath and the parties presented documentary evidence. A Court Reporter was present and prepared a transcript of the proceedings which was provided to both parties. The parties filed written briefs and arguments on July 25, 2025 and the record was closed. The neutral chair consulted with the

other members of the arbitration panel twice remotely via Zoom and by email to deliberate on the case.

THE ISSUES

The Parties proceeded to arbitration on issues certified by the Washington Public Employment Relations Commission (PERC). By letter of August 28, 2024, PERC certified six issues for arbitration:

- Article 18 Wages
- Article 20, only Sections 20.5, 20.6, and 20.7 Fire Education Incentive Program
- Article 33 Longevity Pay
- Article 39 Deferred Compensation
- Article 42 No Smoking
- Appendix A Wage Tables, Paramedic Pay, AEMT Pay, and EMT with IV Endorsement Pay

In both parties' 14-day notice of their positions it was apparent that they both agreed to leave the then existing language in Article 39 – Deferred Compensation unchanged. At the hearing the parties stipulated that as to Article 39 there would be no changes from the current contract. Thus, existing Article 39 Deferred Compensation will be part of the new collective bargaining agreement and will not be otherwise dealt with here.

Besides the PERC certified issues on the merits, the parties also differ on what comparable jurisdictions should be considered in applying the statutory and other arbitration criteria.

The 14 – day notice position proposals of the parties will be addressed as each of the separate issues are addressed below.

STATUTORY CRITERIA

Washington interest arbitrating statutes contain their legislative purpose, which is:

RCW 41.56.430 Uniformed personnel—Legislative declaration. The intent and purpose of chapter 131, Laws of 1973 is to recognize that there exists a public policy in the state of Washington against strikes by uniformed personnel as a means of settling their labor disputes; that the uninterrupted and dedicated service of these classes of employees is vital to the welfare and public safety of the state of Washington; that to promote such dedicated and uninterrupted public service there should exist an effective and adequate alternative means of settling disputes.

RCW 41.56.465 sets forth the following criteria for uniformed personnel:

RCW 41.56.465 Uniformed personnel—Interest arbitration panel—Determinations—Factors to be considered.

(1) In making its determination, the panel shall be mindful of the legislative purpose enumerated in RCW 41.56.430 and, as additional standards or guidelines to aid it in reaching a decision, the panel shall consider:

(a) The constitutional and statutory authority of the employer;

(b) Stipulations of the parties;

(c) The average consumer prices for goods and services, commonly known as the cost of living;

(d) Changes in any of the circumstances under (a) through (c) of this subsection during the pendency of the proceedings; and

(e) Such other factors, not confined to the factors under (a) through (d) of this subsection, that are normally or traditionally taken into consideration in the determination of wages, hours, and conditions of employment. For those employees listed in *RCW 41.56.030(7)(a) who are employed by the governing body of a city or town with a population of less than fifteen thousand, or a county with a population of less than seventy thousand, consideration must also be given to regional differences in the cost of living.

(2) For employees listed in *RCW 41.56.030(7) (a) through (d), the panel shall also consider a comparison of the wages, hours, and conditions of employment of personnel involved in the proceedings with the wages, hours, and conditions of employment of like personnel of like employers of similar size on the west coast of the United States.

(3) For employees listed in *RCW 41.56.030(7) (e) through (h), the panel shall also consider a comparison of the wages, hours, and conditions of employment of personnel involved in the proceedings with the wages, hours, and conditions of employment of like personnel of public fire departments of similar size on the west coast of the United States. However, when an adequate number of comparable employers exists within the state of Washington, other west coast employers may not be considered.

* * *

The parties point out the larger context in which the statute is to be applied, depending of the circumstances of any particular case. The statute does not provide guidance as to how much weight should be given to any of these standards or guidelines, but rather leaves that determination to the reasonable discretion of the Panel. The factors identified in the statute are standards or guidelines which cannot be applied with surgical precision. City of Pullman, PERC No. 9223-I-91 at 18 (Axon, 1992).

The “such other factors” routinely considered by interest arbitrators, include internal equity among an employer’s own workforce, recruitment and retention, and the financial condition of the employer. See e.g., City of Port Angeles, PERC No. 14131-1-98 (Wilkinson, 1999). Other recognized factors include avoiding wage compression and maintaining appropriate differentials in compensation between ranks, and bargaining history expressed in recent collective bargaining agreements. Washington State Ferries v. International Organization of Masters, Mates & Pilots,

PERC No.128357-I-16 (Cavanaugh, 2016), *Pierce County v. Pierce County Captains Assoc.*, PERC No.22679-I-09 (Krebs, 2010), and *City of Tukwila IAFF, v. FOP, Green River Valley Lodge 27*, PERC No.130514-I-1, (Latsch, 2018). Internal comparability, job duties and workloads are also considered. *City of Everett*, PERC No. 127442-1-15 (Krebs, 2016). Similarly, working conditions are recognized. *Spokane Transit Authority v. ATU*, PERC Case #15129-I-00 (Snow, 2001).

Both parties recognize, as do arbitrators, that interest arbitration is an extension of the bargaining process. Arbitrators recognize those contract provisions upon which the parties could agree and decide the remaining issues in a manner that would approximate the result the parties could have reached in good faith negotiations considering the statutory criteria. Resolving bargaining deadlocks in this manner supports the legislative purpose set forth in the statute.

A party proposing new contract language has the burden of proving that there should be a change in the status quo. See, e.g. *City of Everett*, PERC No. 127442-1-15 (Krebs, 2016). Parties seeking to change the status quo have the burden of proving by clear and compelling evidence that the change(s) that they are advocating for in a particular instance are absolutely necessary in order to solve some significant existing problem. *Spokane Transit Authority v. ATU*, PERC Case #15129-I-00 (Snow, 2001). Absent a compelling need for change, the historical practice honored by the parties should be continued. *City of Bellevue v. IAFF Local No 1604*, PERC Case #68114-87- 162 (Gaunt 1988). Interest arbitration is conducted in the context of past negotiations and future contractual terms. The arbitrator must be mindful of the parties' bargaining history to provide an appropriate context for an award that will set their future rights and obligations. *City of Seattle*, PERC Case No. 6576-1-86-150 (Beck, 1988), *City of Tukwila v. FOP, Green River Lodge 27*, PERC Case #130514-I-18 (Latsch, 2018).

Also, interest arbitrators consider the general economic conditions that tend to differ between the jurisdictions in the eastern part of the state from those in the western part when it comes to deciding what comparable jurisdictions to use. Basically, Washington has two economic zones; an economic zone west of the mountains and a different economic zone east of the mountains. This is sometime referred to as the “Cascade Curtain.” Generally speaking, west of the mountains is characterized by a more robust economy, a higher cost of living and higher wages for employees. See, e.g. *City of Kennewick*, PERC No. 129399-1-17 (Williams, 2018). The Seattle area particularly is recognized as having a higher cost of living and higher wages than areas in the eastern part of the state. Cost of living is considered.

GENERAL BACKGROUND

Richland is located at the confluence of the Columbia and Yakima Rivers in southeastern Washington in the heart of the Pacific Northwest. Richland and its sister cities of Kennewick, Pasco, and West Richland make up the Tri-Cities MSA (population 312,050). Richland is the third largest city with 64,190 residents as of 2024.

Richland's foundation was built on technology and science. The current environment remains focused on energy production, advanced research, environmental remediation, and

modern technology. Richland is home to the Pacific Northwest National Laboratory (PNNL), a private sector research leader serving a wide range of government clients. Richland also boasts the newly created Northwest Advanced Clean Energy Park that encompasses 1,341 acres of land specifically master planned and zoned for large industrial users that perform innovative work in the clean energy field.

The City and its citizens are proud of the community's excellent quality of life, which includes higher education opportunities, outstanding health care providers and facilities, cultural and recreational amenities, and municipal services that consistently score very high in community surveys. The City receives wide recognition for the beauty of its integrated parks, river-shore, commerce centers, living spaces, and economic opportunities.

The 2024 Annual Report of the Richland Fire and Emergency Department highlights a significant award earned by the Department:

DEPARTMENT ACCOMPLISHMENTS

MISSION: LIFELINE Mission: Lifeline is a national initiative of the American Heart Association. Its purpose is to advance the system of care for acute heart attack and stroke patients. The overarching goal is to improve outcomes by reducing patient mortality and morbidity. 2024 was the second year that Richland Fire & EMS applied for recognition as a prehospital care provider, and this year received their Gold award with the Target: Heart Attack Honor Roll designation. Our department is one of only seven in the state - and one of just four to achieve the Honor Roll distinction – underscoring the dedication and commitment of our EMS providers. We take great pride in this recognition, which reflects our unwavering commitment to delivering exceptional service to our community.

The Richland Fire Department currently operates under the leadership of a Fire Chief. The Department has 94 staff, 87 of which are uniformed, who provide a wide range of emergency services including emergency medical response, fire suppression, hazardous materials response, technical rescue, fire inspections and investigation, fire prevention, and public safety education. The annual operating budget of the Fire Department is \$22.3 million. The Department is a full-service fire department providing everything from structural fire protection, wildland fire suppression, emergency medical services (EMS), ambulance services, and special operations including Hazmat and Technical Rescue.

Four of the five Battalion Chiefs report directly to the Deputy Chief. One Battalion Chief of Community Risk Reduction reports directly to the Fire Chief and also serves as the Fire Marshal. The City has three primary roles for Battalion Chief's in the Department: 1) Operations, 2) Internal Risk Reduction (Training Battalion), and 3) External (Community) Risk Reduction (Fire Marshal Battalion). One of the Battalion Chiefs is assigned to coordinate broader paramedic or EMT/AEMT program structure.

Approximately 20 years ago the Battalion Chiefs were placed into a separate bargaining unit from the bargaining unit that contains the lower ranking members of the Richland Fire Department. The rank and file bargaining unit was then, and is now, also represented by IAFF Local 1052. Prior to that time, the parties had for some time bargained one CBA that covered both the Battalion Chiefs and the lower ranks of firefighting personnel that are also represented for collective bargaining purposes by Local 1052.

Since 2003, the parties have had a history of bargaining new CBA's for the larger, lower ranking, bargaining unit first, so that they would have the information resulting from those new CBA's available to them to use as a baseline when they were bargaining the next CBA that would be applicable to the smaller Battalion Chief bargaining unit and could then use a "me too" approach to bargaining the Battalion Chiefs CBA.

The parties have also consistently bargained for a differential in top step base pay between BC-EMT's and Capt.-EMT's of approximately 10%. The differential has been maintained by the parties is by ensuring that members of both bargaining units receive the same base wage increases each year. The parties have accomplished this by waiting until the wage increase to be received by the lower ranking bargaining unit for a particular year has been agreed upon by the parties, and by then applying that same wage increase to Battalion Chiefs.

Since the Battalion Chiefs were placed into a separate bargaining unit the parties have also, through bargaining, provided BC's who are certified as paramedics with the same percentage of paramedic premium pay (expressed as a percentage of top step pay) as has been provided to members of the rank and file bargaining unit, including Captains, who are certified as paramedics.

Each Battalion Chief is permitted to retain, utilize, and receive compensation for their paramedic certification or EMT/Advanced EMT (AEMT) certification. Battalion Chiefs primarily use their paramedic certification in a support capacity serving in leadership or mentor roles for other employees. They do sometimes use their paramedic certifications in the field as needed, which instances are not always recorded in reports.

For approximately 50 years the parties have also, through bargaining, agreed to provide all of the members of the RFD who are represented for collective bargaining purposes by Local 1052, regardless of which bargaining unit they are in, with premium pay equaling 5% of their base salary for possessing an AA degree and 10% of their base salary for possessing a BA degree.

Currently all the current Battalion Chiefs possess at least a Bachelor's degree, one possesses a Master's degree, and another is finishing his Master's degree. Every Battalion Chief in the bargaining unit is currently placed at Top-Step of the Battalion Chief pay scale listed in Appendix A of the collective bargaining agreement. Each current Battalion Chief receives a ten percent (10%) premium for Education Pay for possessing at least a Bachelor's degree. Four of the five current Battalion Chiefs receive a twelve percent (12%) paramedic premium and one of the five receives a \$35/month AEMT premium.

Under each operational Battalion Chief are five Captains, three Lieutenants, and 17 Firefighters. The operations schedule, including Battalion Chiefs, consists of three shifts on a

48/96 shift rotation. The non-operational schedule (a/k/a “day shift”) for Battalion Chiefs consists of 4/10s, with an option of 5/8s. The Medical Program Officer, who is a Captain, reports to the Fire Marshal Battalion Chief, and helps coordinate the certification and recertification processes for paramedics, EMTs, and AEMTs, oversees the quality assurance for the Department, and steers and manages the paramedic and EMT programs.

The City is fully staffed within the Battalion Chief rank. The current Battalion Chiefs have a minimum number of years employed with the Department between 20 and 39 years, with an average of 27.8 years of service. Historically, Battalion Chiefs have had at least 20 years of service prior to promoting to the position and the City has not had challenges getting employees to promote, including experiencing larger candidate pools in recent years. Promotion to the Battalion Chief position has typically been from the Rank and File bargaining unit. Battalion Chief vacancies are filled by promoting existing RFD Captains to fill the vacancies.

For at least 20 years the parties have been providing Battalion Chiefs, through bargaining, with the same longevity pay benefit that was received by members of the rank and file bargaining unit.

Currently the majority of Captains in the Rank and File bargaining unit (18 out of 21) are certified as paramedics. Most of them also receive at least 5% in education pay. Captains who have at least 15 years of seniority now also receive 1.5% in longevity pay and 3% after 20 years of seniority. 25 years of seniority was needed in order for Captains to qualify for longevity pay until the most recent rank and file CBA was entered into. Battalion Chiefs currently receive longevity pay after 25 years of service.

The City has an across-the-board policy for all employees prohibiting the use of any tobacco products in City facilities or vehicles. Those across-the-board policies do not apply to represented Fire Department employees, including Battalion Chiefs, who have a bargained exception. Richland Municipal Code 2.58.020 prohibits the use of tobacco products in City facilities, common areas, or vehicles and is an across-the-board policy applicable to all employees, with a bargained exception for Battalion Chiefs and represented Fire Department employees.

COMPARABLE JURISDICTIONS

Both parties submitted lists of what they argue are appropriate comparable jurisdictions, and make further argument on the other issues based on the use of their respective comparators.¹ The City’s list is:

Kennewick
Olympia
Pasco
Yakima
Lacy (Thurston FD 3)

¹ In City of Richland, PERC No. 16022-I-01-373 (Beck, 2002) comparable jurisdictions for these parties had been determined to be: Bremerton, Kennewick, Longview, Lynnwood, Olympia, Pasco, Walla Walla and Wenatchee.

Longview

The Union's list is:

Kennewick
Olympia
Pasco
Yakima
Bothell
Bremerton
Graham
Spokane Valley

At the hearing and in its brief the City did not object to using Bremerton. In its brief the Union states it is not opposed to using Lacey as a comparator. The consensus of the Panel here is that eight comparable jurisdictions are appropriate. The Parties recognize six of those: Kennewick, Olympia, Pasco, Yakima, Bremerton, and Lacey. The Panel selects two more from those suggested by the Parties.

In applying the RCW 41.56.465 statutory criteria for comparable jurisdiction, arbitrators and parties alike place emphasis on population and assessed property valuation. They do consider the general differences between the economies of the eastern and western parts of the state, and other matters as may be particularly relevant. It is common to use a range of plus or minus 50% of population and assessed valuation from the Jurisdiction at issue in selection comparators, although there is no strict rule on that and those measures are sometimes exceeded.

The parties differ on what they feel the population and assessed values are for some of the jurisdictions their initial exhibits, particularly for Spokane Valley and Graham. The Union admits that the population and assessed value it used for Spokane Valley is not accurate. Also, some of the Union exhibits use population and assessed values that are not as up to date as the City's. Accordingly, the City numbers will be used.

There is also a large difference in how the parties approach Graham. Graham had a change in circumstances whereby it merged with or became part of a larger jurisdiction part way through its collective bargaining agreement, so that only 2023 and 2024 years data would apply. The Union uses basically the first two years of the Graham contract, and the City uses the details from the now larger jurisdiction. Both parties' numbers will be shown below, with some Spokane Valley and Graham numbers calculated per the parties' formula.

The comparable jurisdictions proposed by the parties with populations and assessed valuation data is:

Richland	East	Population	%Richland	AV	%Richland
		64,190		\$11,675,343,501	
Kennewick	East	87,120	136%	\$11,625,611,226	100%

Olympia	West	57,450	89%	\$11,080,548,579	95%
Pasco	East	82,220	128%	\$12,331,147,293	106%
Yakima	East	99,924	156%	\$11,802,154,291	101%
Lacy	West	111,379	174%	\$20,416,044,016	175%
Bremerton	West	46,390	71%	\$ 6,211,981,987	53%
Bothell	West	62,802	98%	\$19,891,783,654	170%
Spokane Valley (C)	East	145,421	227%	\$25,104,620,690	215%
Spokane Valley (U)	East	107,400	167%	\$12,919,694,944	110%
Graham (U)	West	71,535	111%	\$10,291,087,379	88%
Graham/Cen.Pierce(C)	West	328,604	512%	\$57,088,769,145	489%
Longview	West	38,320	60%	\$ 5,079,870,879	44%

Graham is eliminated as a comparable because of a change of circumstance from when it was first considered by the parties and now. Graham as a separate jurisdiction no longer exists and data for 2025 would be conjectural. Importantly, when comparators are chosen they carry implications for future negotiations and interest arbitrations for the parties. Graham no longer exists and using it here would necessitate future changes. The remaining Graham/Central Pierce jurisdiction is now in much larger population and assessed valuation ranges which greatly exceeds any of the other proposed comparators. There is no need to use Graham when there are other possible comparators to use which are not as far apart as Richland in terms of population and assessed value.

Bothell is eliminate as a comparator because of its close proximity to the Seattle metropolitan area and higher cost of living associate with that. The regional price parity (RPP) for Bothell is 112.991, while Richland is at 98.998. Bothell's RPP rebased to Richland is 114.146, Richland being 100.00. Bothell has the highest cost of living among all the comparators suggested by the parties. And dividing assessed valuation by population gives insight into a jurisdiction's financial well-being. Here, that would place Bothell at \$316,783. Richland would be at \$181,887, which is 174% more for Bothell. A similar analysis resulted in Bothell being eliminated as a comparator in interest arbitration for Richland's neighbor, Kennewick, where Richland, Pasco, Yakima, Olympia, and Lacy were among the comparators chosen. City of Kennewick, PERC No. 129399-1-17 (Williams, 2018). In City of Kennewick, Arbitrator Williams explained:

.....Real estate values are important because property taxes based on those values help support the fire service. The assessed valuation³ of a city or fire district provides some insight into the financial resources that will be available to pay for wages and benefits of a firefighter. But, the face value of the assessment can be deceiving if it does not factor in the size of the population being served. Two political jurisdictions with exactly equal assessed valuation can have significant disparities if the population size of one is much larger than the other. A fire department or district provides its services to the population in a jurisdiction. The bigger the population the greater the service demands. Dividing assessed valuation by the population of a jurisdiction gives a rough estimate of the jurisdiction's financial well-

being; an estimate that can be used to compare different jurisdictions.
(footnote omitted).

pp.24, 25.

Other Arbitrators have recognized this. In City of Everett, PERC No. 25228-1-12-612 (2013), Arbitrator Latch cited with approval:

Arbitrator Howell Lankford noted that it is common to relate population size to assessed valuation in comparability analysis. Arbitrator Lankford explained his reliance on "per capita assessed valuation" as follows:

It can be argued that assessed value per capita is at least as significant as simple assessed value in determining the 'economic size' of a potential comparable.

Clark County, PERC Case No. 23615-1-10-559 (Lankford, 2012)

The remaining two proposed comparators, Longview and Spokane Valley will be used to complete the eight comparable jurisdictions. The population and assessed valuation for Spokane Valley used are those of the City. Longview is on the West side of the State but it is a smaller jurisdiction which is not close to the Seattle economy. It has been a comparator for the parties in the past. Its population is within a 50% plus or minus range with Richland, with assessed valuation falling slightly below the -50% mark. The cost of living is close. Longview's RPP is 99.411 with Richland at 98.988. Longview's RPP rebased to Richland is 100.427 with Richland at 100.000. Longview's RPP is roughly in the middle of all comparators suggested by the parties. Longview's smaller population and assessed valuation is a counter balance to the larger population and assessed valuation of Spokane Valley, in the east part of the state. The parties themselves have agreed to other comparators that in some instances exceed the plus or minus 50% mark.

Even though the population and assessed valuation of Spokane Valley exceeds 200% compared to Richland, other considerations support its inclusion as a comparator. Just as dividing assessed value by population militated eliminating Bothell, the same analysis places Spokane Valley more closely to Richland. Spokane Valley's per person value would be \$172,634. Richland is \$181,887. Richland compares favorably. Spokane Valley as a comparator does serve an area large than Spokane Valley itself. But the same is true for other comparators agreed to by the parties with Lacey and Yakima. And, Spokane Valley has two Battalion Chiefs per shift compared to Richland's one. This brings Spokane Valley closer in terms of conditions of employment than the population numbers alone might otherwise suggest. It is in the eastern part of the state's economy, balancing out the geographical and economic divide. The cost of living comparison prepared by the City shows Spokane Valley at 101.031 RPP with Richland at 98.988. The RPP rebased to Richland is 102.064 with Richland at 100. Spokane Valley comes in below the average of both the City and Union proposed comparators - City: 101.392 / 102.428; Union: 104.627 / 105.697.

The comparable jurisdictions are thus determined to be:

East

West

Kennewick	Olympia
Pasco	Lacey
Yakima	Bremerton
Spokane Valley	Longview

ECONOMIC ISSUES

The economic issues to be determined include:

- Article 18 Wages
- Article 20, only Sections 20.5, 20.6, and 20.7 Fire Education Incentive Program
- Article 33 Longevity Pay
- Appendix A Wage Tables, Paramedic Pay, AEMT Pay, and EMT with IV Endorsement Pay

The Consumer Price Index (CPI) and cost of living must be considered in making these determinations. The CPI numbers from 2022 through March of 2025 and regional price parity (RPP) are set out:

CPI-W, All Cities

Year-Over-Year % Change

YEAR	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2022	8.2	8.6	9.4	8.9	9.3	9.8	9.1	8.7	8.5	7.9	7.1	6.3
2023	6.3	5.8	4.5	4.6	3.6	2.3	2.6	3.4	3.6	3.1	3.0	3.3
2024	2.9	3.1	3.5	3.4	3.3	2.9	2.9	2.4	2.2	2.4	2.6	2.8
2025	3.0	2.7	2.2									

Cost of Living – Regional Price Parity

Comparator	RPP	Rebased to Richland
Kennewick	98.988	100.000
Pasco	98.988	100.000
Spokane Valley	101.031	102.064
Yakima	98.088	99.010
Olympia	106.477	107.566
Lacey	106.477	107.566
Bremerton	107.541	108.640
Longview	99.411	100.427
Average	102.125	103.159
Richland	98.988	100.000

WAGES

Article 18 - Wages of the parties' CBA refers to Appendix A, which is Wage Tables, Paramedic Pay, AEMT Pay, and EMT with IV Endorsement Pay. Both parties recognize that base

wage increases are linked to other economic issues of compensation. The 2022 CBA Appendix A currently provides:

APPENDIX A
2022 CLASSIFICATIONS & WAGES

Effective the 1st payroll period of the 2022 payroll year (December 20, 2021), the wage schedule reflects a ten percent (10%) base wage increase above Captain base wages/steps (Note: Captain base wage increased by 3.0%).

Position	E	F
BATTALION CHIEF (24 hour)	\$9,753	\$10,190
BATTALION CHIEF (40 hour)	\$10,728	\$11,209

MEDICAL POSITION PAYS:

EMT	Add \$35.00 per month to above rate
P-1	Add 6% of top Firefighter pay to above rate
P-2	Add 12% of top Firefighter pay to above rate

* * *

Union Proposal

The Union's basic position is that the Battalion Chief wages should closely reflect the increases in the Rank and File CBA, and maintain the differential between Battalion Chiefs and Captains who would normally promote into the Battalion Chief position. The Union urges a "me too" approach that has traditionally been used by the parties in negotiating their CBAs. The Union's 14 - day proposal is:

APPENDIX A

2022 CLASSIFICATIONS & WAGES

Effective the 1st payroll period of the 2022 payroll year (December 20, 2021), the wage schedule reflects a ten percent (10%) base wage increase above Captain base wages/steps (Note: Captain base wage increased by 3.0%).

Position	E	F
BATTALION CHIEF (24 hour)	\$9,753	\$10,190
BATTALION CHIEF (40 hour)	\$10,728	\$11,209

2023-2025 CLASSIFICATIONS & WAGES

Effective the 1 st payroll period of the 2023 payroll year (December 19, 2022), the base wages/steps of Battalion Chiefs, and thus their wage schedule, shall be increased to the amounts that are set forth below, so that the differential between the base wages/steps of BC-EMT's and Capt.-EMT's shall be 11.5%.

<u>Position</u>	<u>E</u>	<u>F</u>
BATTALION CHIEF (24 hour)	<u>\$10,765</u>	<u>\$11,245</u>
BATTALION CHIEF (40 hour)	<u>\$11,842</u>	<u>\$12,369</u>

Effective the 1 st payroll period of the 2024 payroll year (December 18, 2023), the base wages/steps of Battalion Chiefs shall be increased by 4.0% in order to maintain an 11.5% differential with the base wages/steps of Capt./EMT's.

<u>Position</u>	<u>E</u>	<u>F</u>
BATTALION CHIEF (24 hour)	<u>\$11,192</u>	<u>\$11,692</u>
BATTALION CHIEF (40 hour)	<u>\$12,312</u>	<u>\$12,861</u>

Effective July 1, 2024, the base wages/steps of Battalion Chiefs shall be increased by 1.0% in order to maintain an 11.5% differential with the base wages/steps of Capt./EMT's.

<u>Position</u>	<u>E</u>	<u>F</u>
BATTALION CHIEF (24 hour)	<u>\$11,305</u>	<u>\$11,809</u>
BATTALION CHIEF (40 hour)	<u>\$12,435</u>	<u>\$12,990</u>

Effective the 1 st payroll period of the 2025 payroll year (December 16, 2024), the base wages/steps of Battalion Chiefs shall be increased by 2.5% in order to maintain an 11.5% differential with the base wages/steps of Capt./EMT's.

<u>Position</u>	<u>E</u>	<u>F</u>
BATTALION CHIEF (24 hour)	<u>\$11,587</u>	<u>\$12,104</u>
BATTALION CHIEF (40 hour)	<u>\$12,746</u>	<u>\$13,315</u>

Effective July 1, 2025, the base wages/steps of Battalion Chiefs shall be increased by 2.0% in order to maintain an 11.5% differential with the base wages/steps of Capt./EMT's

<u>Position</u>	<u>E</u>	<u>F</u>
BATTALION CHIEF (24 hour)	<u>\$11,819</u>	<u>\$12,346</u>
BATTALION CHIEF (40 hour)	<u>\$13,001</u>	<u>\$13,581</u>

MEDICAL POSITION PAYS:

~~EMT~~ ——— ~~Add \$35.00 per month to above rate~~
~~P-1~~ ——— ~~Add 6% of top Firefighter pay to above rate~~
~~P-2~~ Paramedic - Add 12% of top Firefighter pay to above rate

APPENDIX D

PREMIUM PAY

Additional Monthly Pay Per Certification

EMT with IV Endorsement 1.0% x F Step Firefighter

AEMT 2.0% x F Step Firefighter

* * **

City Proposal

The City proposes a change in the way the base wage would be calculate by reducing the amounts of premium pays and adding those respective amounts to its base wage proposal. It contends this is a more transparent way to assess compensation, and is supported by its suggested comparators. Its 14 - day proposal details its position as:

Historical Note: The 14.3% and 13.5% General Wage Adjustments for 24-Hour Shift Battalion Chiefs and 40-Hour Day Shift Battalion Chiefs, respectively, are funded by eliminating the paramedic/A-EMT/EMT/IV endorsement pay premiums, reducing the Bachelor's degree incentive by five percent (5.0%), and reducing the Associate's degree incentive by two-and-one-half percent (2.5%).

The City's complete proposal on Appendix A is:

2023-2025 2022 CLASSIFICATIONS & WAGES

Effective the 1st payroll period of the ~~2023-2022~~ payroll year (~~December 19, 2022~~~~December 20, 2021~~), the wage schedule reflects a fourteen and three-tenths percent (14.3%) General Wage Adjustment for 24-Hour Shift Battalion Chiefs and a thirteen and one-half percent (13.5%) General Wage Adjustment for 40-Hour Day Shift Battalion Chiefs. Employees will receive a five percent (5%) COLA ~~ten percent (10%) on top of their new wage above Captain base wages/steps (Note: Captain base wage increased by 3.0%)~~.

The base wage rate for Battalion Chief shall be no less than ten percent (10%) from the base wage rate of the top-step Captain base wage rate. Base wage rates exclude all premium and specialty pays (e.g., paramedic, A-EMT, education, longevity, technical rescue team, hazardous materials team).

Position	<u>Step E</u>	<u>Step F</u>
BATTALION CHIEF (24 hour)	\$11,704 \$9,753	\$12,229 \$10,190
BATTALION CHIEF (40 hour)	\$12,780 \$10,728	\$13,353 \$11,209

Historical Note: The 14.3% and 13.5% General Wage Adjustments for 24-Hour Shift Battalion Chiefs and 40-Hour Day Shift Battalion Chiefs, respectively, are funded by eliminating the paramedic/A-EMT/EMT/IV endorsement pay premiums, reducing the Bachelor's degree incentive by five percent (5.0%), and reducing the Associate's degree incentive by two-and-one-half percent (2.5%).

MEDICAL POSITION PAYS:

—— EMT ——— Add \$35.00 per month to above rate
 —— P-1 ——— Add 6% of top Firefighter pay to above rate
 —— P-2 ——— Add 12% of top Firefighter pay to above rate

Effective the 1st payroll period of the 2024 payroll year (December 18, 2023), the wage schedule reflects base wage increase of four percent (4.0%) COLA.

<u>Position</u>	<u>E</u>	<u>F</u>
<u>BATTALION CHIEF (24 hour)</u>	<u>\$12,172</u>	<u>\$12,718</u>
<u>BATTALION CHIEF (40 hour)</u>	<u>\$13,291</u>	<u>\$13,887</u>

Effective the 1st payroll period of the 2025 payroll year (December 16, 2024), the wage schedule reflects a base wage increase of two-and-one-half percent (2.5%) COLA.

<u>Position</u>	<u>E</u>	<u>F</u>
<u>BATTALION CHIEF (24 hour)</u>	<u>\$12,476</u>	<u>\$13,036</u>
<u>BATTALION CHIEF (40 hour)</u>	<u>\$13,623</u>	<u>\$14,234</u>

* * * *

Additional Financial Background

Union Exhibit 8 shows the historical pay and differential between Battalion Chief and Captain EMT. It shows that the differential between BC / EMT and Captain/ EMT since 2001 has

been about 10%, sometimes a fraction of a percent more or less, ranging from 9.44% to 10.62%. Through 2022 the raises by percent of the two classifications was very close, usually the same. The raises for the Captain / EMT for 2023 is 8.5%, for 2024 is 5.0%, and for 2025 is 4.5%.

Both the Captains and Battalion Chiefs have received the same percentage of paramedic premium pay. All of the members of the RFD who are represented for collective bargaining purposes by Local 1052, regardless of which bargaining unit they are in, have received premium pay equaling 5% of their base salary for possessing an AA degree and 10% of their base salary for possessing a BA degree. And, both Battalion Chiefs and Rank and File members have received the same longevity pay benefit that was received by members of the “rank and file” bargaining unit.

The most recently bargained Rank and File collective bargaining agreement provides for various pay increases. The Union has set those out in a chart setting out its view comparing those increases to the proposals of the parties here.

CBA Year	Rank & File CBA BCs	BC's - Union Proposal	BCs - City Proposal
2023			
	8.5% Base wage increase	10% Base wage increase for all bargaining unit members	14.3% 24 hour shift 13.5% Day shift
	Increase Paramedic Pay to 13.5%	Maintain Paramedic Pay at 12%	Eliminate Paramedic Pay 0%
	Increase Longevity Pay to 1.5% @ 15 years to 3% @ 20 years to 5% @ 25 years	Increase Longevity Pay to 1.5% @ 15 years to 3% @ 20 years to 5% @ 25 years	Maintain Longevity Pay at 5% @ 25 years
	Maintain Ed Pay @ 5% AA 10% BA	Maintain Ed Pay @ 5% AA 10% BA	Reduce Ed Pay to 2.5% AA 5% BA
	Add Masters Degree Pay	Add Masters Degree Pay	Don't Add Masters Pay
2024	1-1-24 4% Base Wage Increase 7-1-24 1% Base Wage Increase	1-1-24 4% Base Wage Increase 7-1-24 1% Base Wage Increase	1-1-24 4% Base Wage Increase 7-1-24 No Base Wage Increase
2025	1-1-25 2.5% Base Wage Increase	1-1-25 2.5% Base Wage Increase	1-1-25 2.5% Base Wage Increase
	7-1-25 2% Base Wage Increase	7-1-25 2% Base Wage Increase	7-1-25 No Base Wage Increase

The City's brief sets out a summary of how it views the percentage increases in pay, stating that the Union arrives at a 10.4% first year increase by additionally increasing the differential between top-step Captain from 10% to 11.5%

Year	City Proposal	Union Proposal
1/1/2023	5%	10.4%
1/1/2024	4%	4%
7/1/2024	NA	1%
1/1/2025	2.5%	2.5%
7/1/2024	NA	2%
Cumulative %	11.93%	21.24%

The City notes in City Exhibit E-29 that its proposed 14.3% (24 hour) and 13.5% (40 hour) increases are slightly more than the dollar equivalent of the 12% paramedic premium and the 5% removed from the education premium that would be removed. Using 2022 as its example, it calculates for a 24 hour BC \$12,201 status quo going to \$12,229 City proposal. For a 40 hour BC \$13,322 status quo going to \$13,353 City proposal.

The Union points out that the City's proposals would, by the end of the parties' 2023-2025 BC CBA, result in a significant decrease in the differential in total compensation between a 20 year BC with a BA and Captains as it put in Union Exhibit 22 at about -4.5%.

City Proposal Battalion Chief Paramedic versus Captain Paramedic

Benchmark: 20 year (working in 21st year) with Bachelors Degree in Approved field of study.

2025 Bottom BC Paramedic

Base	\$12,476
Education Pay 5%	\$624
Paramedic	\$0
Total	\$13,100

2025 Top Capt Paramedic

Base	\$11,073
Education Pay 10%	\$1,107
Paramedic (13.5% TSFF)	\$1,209
Longevity 3%	\$332
Total	\$13,721

Difference	-4.5%
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Because of the interrelationships of the various components that go into the wage and compensation structure, many of the arguments of each party overlap as to some components, and some do not apply to all components. It is also important to remember that the bargaining unit here is small in numbers compared to the Rank and File unit, and the BC Unit is a separate supervisory

unit with different responsibilities and expectations. That supports looking at the two newer matters of Master Degree pay and added Longevity pay years as separate from the other wage and premium pay components the parties have historically negotiated together for many contracts.

Arguments of the City

The City summarizes its arguments:

The City's wage proposal is supported by factors traditionally considered by interest arbitrators in Washington. First, the proposal is supported by external comparisons to "like employers" of "similar size", particularly when considering the current expensive and anomalous compensation for paramedic and education premiums. Second, the proposal is supported by measures of inflation and increases in the cost of living. Third, the proposal is supported by favorable recruitment and retention statistics, demonstrating the City's current pay has not caused any difficulties in recruiting or retaining qualified personnel within the Battalion Chief rank. Fourth, the proposal is supported by the City's financial condition, including "break-even" or future deficit financial forecasts and a serious strain posed by the Union's substantial wage demands, mentioned above. Fifth and finally, the proposal is supported by internal comparisons to the rank-and-file bargaining unit, when all factors are considered. The Union's wage proposal, in contrast, represents a 21.24% wage growth alone over a three-year term, not taking into account any of the Union's other economic proposals. The cumulative cost of this proposal—expensive by any measure—exceeds what could have reasonably been achieved by the Union at the bargaining table and should be rejected.

The City also argues that its wage proposal is supported by a total cost of compensation analysis. The City's costing exhibits include base pay, longevity and education premiums, employer contributions to HRA/VEBA medical reimbursement accounts, pay in lieu of holidays, and employer deferred compensation contributions. Ex. E-35. The City also included a catch-all factor, "other comp," to reflect any other type of compensation earned by the majority of the applicable bargaining unit. The City then determined the hours actually worked by employees annually as "net hours". Together, both pay and hours were combined together into "net hourly pay," meaning the total compensation earned for each hour worked.

The City then used a Model Employee with 25 years longevity and a BA at the top step of the wage table based on 2025 compensation levels, incorporating the City's wage and compensation proposals across the life of the collective bargaining agreement. The City then arrived at a net hourly compensation 2025. This is \$84.55. The City also figured a 15 year and 20 year longevity net. The City then comparted these results to six of the eight comparators actually determined above – Spokane Valley and Bremerton were not included. The result for a 25 year BC when cost of living RPP was applied was Richland ranked 1 out of the 6 comparators. The comparators averaged \$80.06 and Richland was 5.6% above average. For a 20 year BC Richland ranked second and 2.8% above average. For a 15 year BC Richland ranked first and 4.0% above average. When factored without RPP 25 year BC ranked 2 out of 6. The comparator average was

\$82.02, with Richland 3.1% above average. For a 20 year BC Richland ranked third and 0.3% above average. For a 15 year BC Richland ranked third and 1.5% above average.

The City argues that the Union, throughout its total compensation analysis, consistently underreports Richland's net hourly rate by calculating all premiums off of the base rate of pay. Richland pays longevity, education premiums, and deferred comp on base + paramedic premium. However, the Union calculates all the premiums just on base. This mistake, which the Union admitted to during the hearing, negatively impacts Richland's standing among the comparators to a significant degree in the Union's analysis. The Union analysis also fails to include MERP contributions by the City, as well as HRA/VEBA contributions by the City. All of this results in significantly skewed data that does not give Richland credit for total cost of compensation, relative to other employers.

The City argues that its wage proposal is fair when compared to inflation and cost of living, referencing the CPI – All Cities. Noting that inflation levels recently dropped to around 2.5% on average in a downward progression, The City contends its proposal of a 5% wage adjustment in 2023, a 4% wage adjustment in 2024, and a 2.5% wage adjustment in 2025 meet or exceed the CPI-W, particularly when considering the 14.3% (24 hour) and 13.4% (Day Shift) increase to all base compensation and all premium pays and deferred compensation as a result. The City notes the Union ignored the cost of living. By factoring in the cost of living, the picture becomes clear that Richland's Battalion Chiefs are doing just fine compared to similar employees at the comparable jurisdictions.

The City also argues that its wage proposal is supported by favorable recruitment and retention. The City has enjoyed great success promoting Battalion Chiefs through an internal-only process, and has never needed to recruit externally, with consistent and larger candidate pools for Battalion Chief in the most recent civil service list process. The only Battalion Chief to leave the City from 2022-2025 was for retirement. None have left to seek employment with other fire agencies, such as a lateral move or promotion. Battalion Chiefs have consistently had at least 20 years of service with the Department prior to promoting to the position.

The City argues that its wage proposal is supported by internal equity and parity. The City's proposal to roll substantial amounts of additional pay components, unique to Richland, into base wages will provide an equal playing field when making compression comparisons, both internally and externally. The City proposes to make the 10% compression a floor looking to the future, while the Union seeks to increase the compression to 11.5% and maintain all anomalous other compensation (inconsistent with comparable departments). The only argument that creates the compression problem is to retain the unique paramedic and education premium benefits Richland Battalion Chiefs enjoy and look exclusively at base wages with the City's proposed increases. The Battalion Chiefs are regularly among the highest paid employees in the City.

Arguments of the Union

In summary, the Union argues that the wage rates and premium pays have been negotiated together by the parties and have followed a "me too" pattern with the Rank and File collective bargaining results, and as an internal comparator. The City has not demonstrated a need or

necessity to change this pattern which has existed since the formation of the bargaining unit twenty years ago. The Union also contends that the City proposal would compress the historical wage differential between the Captains and Battalion Chiefs, eroding promotional incentives. The Union feels its proposals are justified by the CPI over the agreement's term, and is appropriate in view of comparators. However, the Union does not rely extensively on comparators, but rather puts more emphasis on the "me too" and compression arguments.

The Union points out that the cost of living increased to a much higher degree than normal during 2022, resulting in a significant wage adjustment for the rank and file bargaining unit. This supports the proposals that Local 1052 is making, since it is necessary to ensure that the Richland BC's both keep up with the increased cost of living and also keep up with the increases in compensation received by the rank and file bargaining unit, so that the existing differential in total compensation between top step BC's and top step Captains can be maintained.

The Union argues that there was a change in circumstances during the pendency of this proceeding when the Rank and File agreement increased the 2025 base wage rates by 2.5% in January and 2% in July. Considering lengthy bargaining history of providing the BC's with the same base wage increases that are received by members of the "rank and file" bargaining unit, this change in circumstances supports providing the BC's with the same 2025 base wage increases.

The Legislative purpose behind RCW 41.56.430 supports the maintenance of the status quo absent compelling circumstances requiring a change. There are no compelling circumstances for a change in the status quo of following the Rank and File increases.

The Union believes that "external comparability" should not be given any significant weight because "internal comparability", namely, maintaining a suitable differential in total compensation between RFD BC's and RFD Captains, has always been the primary driver behind collective bargaining outcomes that have been applicable to the RFD BC's and that should continue to be the case. And the City has failed to establish what Local 1052 considers to be a threshold requirement of the City's argument. Namely, the City has not shown that the current placement of the Richland BC's in comparison to their external comparators is any different than it has been for many years. There is no reason to believe that the current placement of the Richland BC's versus their external comparators is different in any way from what it was even 50 years ago, when the parties first bargained for Local 1052 members to receive 5% for an AA degree and 10% for a BA degree. The evidence supports the conclusion that the current placement of the Richland BC's versus their external comparators when it comes to total compensation received is not any different today than it has been for many years. If the paramedic pay that is provided to Richland BC's is alleged to be above average when compared to external comparators that has also almost certainly been the case for at least 20 years. Thus, the evidence in this matter supports the conclusion that the Richland BC's have been in the same position versus their peers economically for at least the last 20+ year period of time as they are today. This is not a situation where the status quo that the parties have established over a lengthy period of time has somehow recently become skewed and therefore needs to be "corrected."

The Union contend that the "me too" pattern for a supervisory unit incentivizes the most qualified candidates in lower ranking positions to seek promotion, so that the highest leadership

roles at the RFD can be populated by the most talented and qualified individuals. They know that they will receive at least a 10% increase in their compensation, regardless of their length of service, and regardless of which certifications that they possess, if they accept a promotion to BC. The Union proposal maintains the differential by also slightly increasing the base pay differential between BC-EMT's and Captain-EMT's in order to offset a comparable reduction in paramedic pay for BC's in comparison to the amount of paramedic pay that is received by certified paramedics in lower ranking positions (paramedic pay for BC's would be maintained at its current level, rather than being increased in order to match a recent increase in paramedic pay that was received by Captains (and by other paramedics in the rank and file bargaining unit)).

The Union notes that maintaining the same differential in total compensation that has existed between BC's and the lower ranking members of the RFD for 20 years at an appropriate level has been of paramount importance to the parties. The parties have traditionally completed the bargaining process for each rank and file CBA before bargaining the BC CBA so that they will be able to ensure that any new BC CBA contains terms that dovetail appropriately with the terms that are contained in the new rank and file CBA. The City is trying by means of this proceeding to skew and re-write the lengthy and successful bargaining history that the parties have built over the last 20+ years by seeking to place undue emphasis upon external comparability rather than upon the internal comparability. Local 1052's analysis shows that the 10% differential at Richland between BC-EMT base wage and the EMT base wage of the "station officers" at the RFD (Captains) is several percentage points below the average at other jurisdictions.

The Union also contends that the City arguments ignore the additional job duties that Richland BC's perform with respect to paramedic work that goes beyond what their external comparators typically perform, utilizing their paramedic certifications on behalf of the City of Richland in ways that are very valuable to the City and which justify the extra compensation that they receive for being paramedics. Including paramedic pay as part of a benchmark comparison to external comparators is an apples to oranges comparison. If paramedic pay is not included in benchmark comparisons to external comparators, Richland BC's are much closer to the average external comparator in terms of compensation received. Any comparison should be calculated without including Richland BC paramedic pay.

The Union further argues that the fact that both the City and Local 1052 have valued education very highly for many years and have chosen to lead the industry in that regard for many years should also not be used to penalize Local 1052. Employees possessing a BA degree have received education pay in the amount of 10% for over 50 years. It would not be consistent with the bargaining history of the parties to change this outcome and it would not make any sense to change this benefit just for BC's. Granting the City's proposal on education pay would mean that firefighters would receive an amount of education pay that, when compared to their base salary, was double the amount that BC's would receive. This would potentially set the stage for the City to try to take education pay away from firefighters in the future.

The Union argues that, reducing either BC paramedic pay or BC education pay would in effect constitute a pay cut for BC's in comparison to the other members of the RFD and would compress the differential. Maintaining BC paramedic pay at the current rate of 12% without any other changes in compensation would compress the differential between BC's and Captains who

are paramedics, as Captains now receive 13.5% in paramedic premium pay. To maintain the historical 10% differential in total compensation, the Local is proposing to maintain the current paramedic premium pay rate for BC's of 12% but also to increase the differential in base pay between Captain EMT's and BC EMT's from 10% to 11.5%, while maintaining the educational premiums that are applicable to BC's (and to Captains) at their current levels and by increasing longevity pay so as to mirror the increases received by the rank and file bargaining unit in their 2023-2025 CBA.

The Union notes that there has been a demonstrable increase in the workload of BC's in comparison to Captains over the last few years.. Specifically, the City over the last 10 years has doubled the number of fire stations that it operates (from 3 to 6) without increasing the number of BC positions that oversee those stations. BC's are now responsible for overseeing all of the work that is connected with 6 crews at 6 fire stations instead of 3 crews.

The differential in EMT base pay of 11.5% that Local 1052 is proposing between BC's and Captains is below the average differential in this regard that is utilized by external comparators. Using the Union's comparators, the differential in EMT-base pay between top step EMT-BC's and top step EMT station officers is 14.92% and using the City's comparators the differential is 16.33%.

And the City's analysis of the wage differential issue is faulty because the City simply used "captains" as its point of comparison to BC's rather than "station officers", which is in fact the appropriate benchmark. The rank at a comparator jurisdiction that should be used to make comparisons to Captains at the RFD is the rank at that jurisdiction that acts as a "station officer" and that reports and promotes directly to BC. Local 1052's analysis in this regard shows that the 10% differential at Richland between BC-EMT base wage and the EMT base wage of the "station officers" at the RFD (Captains) is several percentage points below the average at other jurisdictions.

The Union argues the City is also significantly underestimating the value that having BC's as certified paramedics provides to the City. RFD BC's serve as mentors and backups to other paramedics, leading to better patient outcomes. Maintain their paramedic certifications also helps to attract the best leaders.

Analysis

The Award on Wages will cover the base wage and the premium pays for paramedic and AA and BA education with the EMT and AEMT pays. The premium pay for Master Degree and longevity will be analyzed separately. Wages, paramedic, AA and BA Degrees, EMT and AEMT pays have been considered together for Battalion Chiefs for most, if not all of the time since the bargaining unit was formed. The Master Degree and additional longevity items are new changes in the Rank and File collective bargaining agreement and they have not been a component in Battalion Chiefs' pay.

The fundamental conflict between the parties is in their approach to wages. The City relies most heavily on comparators and how the Battalion Chiefs rank at or near the top of the

comparators used by the City. Importantly, the City moves all the paramedic pay and half the education pay to the base wage in the first year and thereafter. This does result in an initially slightly higher pay in the first year. But as the Union points out, this new proposed combination is a compression of the differential by the end of the agreement term. For its part, the Union's proposal relies on a combination of wages and premiums that have been bargained and used by the parties for most if not all of the time the bargaining unit has existed. It also better maintains the differential between Captains and Battalion Chiefs. Both parties recognize the value of the differential. Avoiding compression of the differential favors the Union proposal. Compression would erode that. The method the parties have used in bargaining wages and premium pays is their status quo or historical practice based on bargaining history. The City has not presented why there is a need to change the way the base wage and premium pays have been bargained.

Maintaining the existing method is consistent with the internal comparable unit of Rank and File unit on these items. It does not produce a ranking among external comparators that has been demonstrated to be in need of correction or modification. The City's differential analysis (Ex. E-38) using its proposal and its suggested comparators places the differential between top step Captain and both top step Battalion Chiefs using its proposal also places Richland's net hourly rate at or near the top of the comparator rankings. There is a difficulty in part of the City's total compensating costing when health care is included, as the differences in the health care plans used by other comparators can vary widely. Even under the City's proposal, it remains the highest paid of any proposed comparable for the combination of paramedic premiums and education at 5% (0% for paramedic and 5% for Bachelor's). Using Top Captain EMTs as an example, the Union's 11.5% base wage proposed increase is below the average for all of the proposed comparators. Comparable jurisdiction comparisons are not revealing any need to lower Richland's rankings.

While the City's cost of living notes a recent increase trending to about 2.5% in support of its proposal, the actual length of the contract term began when the CPI was at or near 9%. This does better align with the Union proposal.

Thus far there has been no problems with promotion from Rank and File Captains to Battalion Chiefs under the past compensation pattern. Compression of the differential would be an impediment to that.

While the Union's proposal is more expensive than the City's, and fiscal responsibility is always a consideration with limited government funding, the City does not claim an inability to pay. The City has also completed the spending that would be associated with expanding the number of fire stations that it has. This, in turn, has actually doubled the number of crews the Battalion Chiefs are responsible for as a working condition. Even if the Rank and File paramedics do more paramedic duties than the Battalion Chiefs, the Battalion Chiefs do have supervisory responsibilities and a leadership role in that area and actually do more of that work than the records and statistics may reflect. They earn that pay and the citizenry benefits by that. These working conditions are worth something in terms of compensation.

The City has not presented a persuasive or compelling reason why the "me too" approach the parties have historically bargained needs to be changed by modifying the wage and premium pay components. It has not been demonstrated that there is a problem or necessity for a change

that would be met by changing the percentages of premium pays which the parties have used historically. RCW 41.56.456 does not specifically refer to a “me too” approach or a longstanding method of bargaining. But the statute does recognize other factors that are normally or traditionally taken into consideration. The way the parties have historically bargained the components of wages and premium pays here is such a consideration.

It is also noted that the collective bargaining agreement in this matter expires at the end of 2025 and the parties will be in new negotiations very soon. With bargaining history as a guide, keeping these wages and premiums the same between the two bargaining units is the likely result of a negotiated agreement. The historical aligning of Battalion Chiefs’ wages and premiums with those of the Rank and File Unit provides some stability in bargaining. It would be disruptive to effective and efficient dedicated an interruptive public service, and to the stability of the status quo of how wages and premium pays have been combined, to change the methodology at this late stage.

WAGES AWARD

The Union’s proposal on base wage, paramedic, EMT with IV Endorsement and AEMT pay, AA and BA education pay is awarded.

MASTER DEGREE PAY

Both parties’ proposals on Master Degree pay are set out above in the wages section. Some of the arguments of the parties on base wages and premium pays also refer to the Master Degree issue. The Union proposes to add a Master Degree pay incentive to match the Rank and File provision. The City proposal does not include Master Degree pay.

The effect of adding Master Degree pay to the education premium is not an additional premium over a BA premium. It would apply the premium to either a BA or Master Degree, but only 10% for either - not for both. It expands the number of people who might qualify for the 10% education pay if the employee were to get a Master Degree rather than a qualified BA. All the current Battalion Chiefs possess at least a Bachelor’s degree. There would be no monetary impact on any current Battalion Chief.

Arguments of the Union

In addition to the arguments on wages, above, the Union further argues that any current RFD Captain who was promoted to BC and who did not continue to receive at least the same amount of paramedic pay and/or education pay and/or longevity pay that they had been receiving while they were working as an RFD Captain would be forced to take a reduction in that portion of their total compensation package in order to accept a promotion. This potentially has a negative impact on promotion for captains.

Arguments of the City

In addition to the arguments on wages, above, the City further argues that all current Battalion Chiefs qualify for the highest education incentive at 10% for either a Bachelor's or Master's degree. The City therefore proposed a 5% reduction in the Bachelor's degree and a 2.5% reduction in the Associate's degree, to better align with comparators. The City has the highest education premium among all comparators and is nearly triple the comparable average at the current 10%.

Analysis

There is no practical positive or negative effect on the current Battalion Chiefs under either the Union or City proposal. Although the Union points out the potential for a Captain to not seek a promotion to Battalion Chief, that has to be viewed in light of the overall differential between the ranks. Even the Union notes that it is a portion of the total compensation package. That total would still be significant. Promotion and retention has been good and there has been a pool of Captain candidates seeking to become a Battalion Chief. It is not apparent that all of the candidates in the pool would face any loss of any part of the overall compensation for promoting. The Union has not demonstrated a compelling need at this point for the Master Degree pay, even though that might mirror the Rank and File provision that has been the bargaining pattern historically. There have been some smaller changes in the way compensation has been constructed in the two units' collective bargaining agreements. Even the Union argument on wages in this case does that: "As a nod to the City's concerns about the amount of paramedic pay received by BC's, the Local is proposing to have an additional amount put into the base pay of BC-EMT's rather than into paramedic premium pay, as occurred in the rank and file bargaining unit." (Union brief p. 12). The Rank and File agreement provides that paramedic certification pay calculated into wage table above equates to 13.5% F Step Firefighter pay.

MASTER DEGREE PAY AWARD

The City proposal on Master Degree pay is awarded.

LONGEVITY PAY

The Union proposes adding 15 year 1.5% and 20 year 3% longevity pay to the existing 25 year 5%. The City proposal keeps the 25 year 5% pay without adding any other years.

Arguments of the Union

The Union argues for increasing longevity pay for Battalion Chiefs in the same way that longevity pay was just increased for Captains and for other members of the Rank and File bargaining unit. This is part of maintaining the status quo that the parties have previously established over many years of bargaining. For example, a Captain with 21 years of service would have a reduction in longevity pay if promoted to Battalion Chief and impacts the differential.

Arguments of the City

The City acknowledges that it lags behind peers in terms of longevity. But in total compensation analysis, taking all factors into account, including longevity, Richland remains competitive with all City proposals taken into account. Richland exceeds the comparators in base wage, deferred comp, education, HRA/VEBA, and MERP contributions more than it falls short of the comparators in longevity. Total compensation demonstrates that at every tier of longevity, the Battalion Chiefs exceed the comparator average. Considering internal equity and parity, aside from the IAFF-represented fire bargaining units, only the police guild and the Teamsters emergency dispatchers units receive longevity pay. The Battalion Chiefs' longevity is higher than both of those other groups.

Analysis

The Union proposal brings something new into the compensating component, even if it does meet the “me too” historical bargaining method. No Battalion Chief would lose any pay they have now if the additional years of longevity did not apply to them, even though some would have to wait 1, 2, or 4 years before gaining 25 years of service, as revealed in the 2022 – 2025 roster (Ex. E – 16). Any potential impact on promotion to Battalion Chief is not pressing. The Union recognizes that Captains who are considering whether to seek a promotion to the rank of BC have known in the past that if they do promote to BC they will receive an approximate 10% increase in their compensation package once they reach top step BC regardless of whether they are EMT's or Paramedics and regardless of whether they possess an AA degree, a BA degree or no degree, and regardless of exactly what their length of service is with the RFD, (Union brief, p. 10). And the Union's proposals on wages as set out above which are awarded maintains competitive Battalion Chiefs' pay and a valuable differential even without adding more longevity levels. The Union has not shown or demonstrated a compelling need at this point for the addition of the two new longevity levels. While longevity may lag the average of other comparators, in other respects the Battalion Chiefs' pay components exceed comparator averages. Internal comparators in bargaining units other than Fire Rank and File do not have as high longevity pay. Internal comparison with the Rank and File bargaining unit was a driving factor in the above wage award, and the additional internal comparisons are an important consideration here as well.

AWARD

The City proposal on longevity pay is awarded.

TOBACCO USE

The City's proposal on a Tobacco-Free Workplace alters the existing collective bargaining agreement language regarding tobacco use seeking to prohibit not just smoking, but the use of all tobacco products in City facilities and vehicles. Alternatively, the Union seeks an MOU commensurate with the rank-and-file Union, which would grandfather out the use of smokeless tobacco products starting with new employees hired in 2023.

The City proposal from its 14 -day Notice is:

Article 42 (~~No Tobacco Use~~~~No Smoking~~)

It is understood that the parties (the City of Richland and IAFF Local 1052 BC) have reached an agreement concerning the application of R.M.C. sections 2.58.010 through 2.58.060, as amended, and City Policies 940 (Use of City Facilities) and 1530 (Use of City Vehicles). The terms of this agreement are as follows:

- a) ~~Except as delineated below, a~~ Use of tobacco products in municipally owned buildings and vehicles shall be governed by City code and all employees shall adhere to City Policies 940 (No Use of City Facilities) and 1530 (Use of City Vehicles), provided that restrictions in the City Code are not applicable to the use of smokeless tobacco products.
- b) ~~IAFF Local 1052 BC shall be responsible for supplying and maintaining appropriate receptacles for disposal of smoked and smokeless tobacco product waste.~~

The Union proposal is:

MEMORANDUM OF UNDERSTANDING

Between

The City of Richland

And

The International Association of Firefighters Local 1052 Battalion Chiefs

TOBACCO-FREE WORKPLACE

International Association of Firefighters Local 1052 (“Union”) enter into this Memorandum of Understanding (MOU). The City and Union are referred to herein as the “parties.” The parties acknowledge the benefits of a tobacco-free workplace for overall employee health and wellness. The parties also acknowledge Unit employees were historically permitted to use nonatomizing, smokeless tobacco products (“Products”). Recognizing the need to transition over time to a completely tobacco-free workplace, the parties wish to enter into this MOU to aid in such efforts for employees hired by the City before January 1, 2023 (“Eligible Employees”). The parties agree to the following terms and conditions:

1. The use of tobacco products in City-owned or -operated facilities and vehicles shall be governed by Richland Municipal Code Sections 2.58.010 through 2.58.060, as amended, provided that restrictions in the City Code do not apply to the use of Products for Eligible Employees. Eligible Employees must supply and maintain appropriate receptacles to dispose of such Product waste.

2. The parties shall review this MOU during negotiations for each successor Collective Bargaining Agreement to determine if this MOU shall end or be extended in writing.

3. The terms of this MOU only apply to Eligible Employees.

4. Unit employees hired on or after January 1, 2023, must fully comply with the Richland Municipal Code Sections 2.58.010 through 2.58.060, as amended.

5. This MOU may be modified by the parties' mutual agreement in writing.

6. This MOU is effective upon full execution.

City Arguments

The bargained exception for Battalion Chiefs, and all other Fire Department employees, is impeding the City's goal for a tobacco free workplace. All the mutually agreed comparables Kennewick, Olympia, Pasco, and Yakima prohibit the use of tobacco products of all kinds in facilities. Lacey and Longview also prohibit the use of tobacco products in facilities Spokane Valley does not permit the use of tobacco products on duty. Rarely is there such a clear consensus among comparable agencies on a workplace policy. The Union ignores this clear industry and peer consensus.

The Union's internal equity argument wholly ignores the status of this issue with comparable employers, which must be given primary consideration under the statute, as well as the give-and-take nature of bargaining an issue versus arbitrating an issue.

Cancer in firefighters is a profound problem due to occupational exposure to carcinogenic substances in the fire service. RCW 51.32.185 provides for the presumption that certain cancers are occupational in nature and therefore compensable. However, that presumption can be rebutted. Number one on the list of reasons the presumption of occupational exposure can be rebutted is "use of tobacco products." The International IAFF provides a regular bulletin during Firefighter Cancer Awareness Month highlighting the issue and occupational presumptive legislation in states like Washington.

The Union position only makes rational sense to placate Union membership who stubbornly prefer to use tobacco products to their own self-detriment and disregard for others' insurance claims. Grandfathering this unit would effectively mean that the Battalion Chiefs would not be subject to a tobacco free workplace policy for two decades, as the average age of entry into the Battalion Chief unit is 20 years. Leadership of the Department in its Battalion Chiefs would be permitted to use smokeless tobacco, while new employees would be prohibited. The statute demands that the consensus prevail over any loose argument citing the status quo position of the parties or internal parity. There is no economic cost to this proposal and the Union offered no legitimate or operational justification for continuing in this anomalous paradigm.

Union Arguments

The Local is proposing language that is identical with the language on that issue that the parties have agreed to incorporate into the 2023-2025 CBA that is applicable to the members of the Rank and File bargaining unit. This maintains the practice of agreeing to the same working conditions. The City proposal would thus inappropriately and needlessly impose working conditions on BC's that were worse for them than for the members of the rank and file bargaining unit and which once again might be used against the members of that rank and file bargaining unit by the City at some future time.

The Union argues that the statutory factors to be applied pursuant to RCW 41.56.465(1) supports Local 1052's position. There is no reason why the parties' practice of agreeing to the same working conditions for BC's in this regard as have been agreed to regarding the "rank and file" bargaining unit should not be followed once again in this instance.

Analysis

The situation is the same now as it has been before, when the parties agreed to the previous Memorandum. The Grandfather clause recognizes that as time goes on, tobacco use would stop at work. There is nothing to show that the comparators' policies were not the same before as they are now. No reason for change now has been presented that would not have been present during past bargaining of the parties. While external comparable favor the City, the closest internal comparable favors the Union. The only real "cost" is to the Battalion Chiefs themselves in what would be the potential to lose covered health benefits in the event of a cancer diagnosis. Apparently that is a price the Union is willing to pay for its proposal. The City did just recently agree to the Union proposal with the Rank and File bargaining unit. As noted earlier, bargaining between the parties for a successor agreement to this one will begin very soon. That suggests not changing the provision in current interest arbitration.

Award

The Union proposal for tobacco use is awarded.

INTEREST AWARD

1. The Union's proposal for Article 18 Wages, including Appendix A, is awarded.
2. The City's proposal for Article 20, Education pay is awarded.
3. The City's proposal for Article 33, Longevity pay is awarded.
4. The Union's proposal for Tobacco use is awarded.
5. The parties' stipulation and agreement to Article 39, Deferred Compensation is adopted.

Dated this 18th day of August, 2025 in Fuquay Varina, North Carolina.

/S/ Paul Gordon

Paul Gordon, Neutral Arbitrator

AGREEMENT BETWEEN

CITY OF RICHLAND

AND

**INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS UNION
BATTALION CHIEFS, LOCAL No. 1052 BC**

2023-~~2025~~²

January 1, 202~~3~~² – December 31, 202~~5~~²

Resolution No. ~~143-21~~^{TBD}, Contract No. ~~444-21~~



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DRAFT

THIS AGREEMENT is entered into by and between the City of Richland, Washington, hereinafter referred to as the City, and the International Association of Fire Fighters Union Local #1052BC, hereinafter referred to as the 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 proper standards of wages, hours and other conditions of employment.

ARTICLE 1 – RECOGNITION

1.1 The City recognizes the Union as the exclusive bargaining agent for all Battalion Chiefs employed by the Fire & Emergency Services Department.

1.2 Communications and Notices

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

To the City

Human Resources Director
625 Swift Blvd., MS-12
Richland, Washington 99352

To the Union

President
Post Office Box 607
Richland, Washington 99352

1.3 Duties and Responsibilities

Battalion Chiefs are supervisors within the Department. As supervisors, Battalion Chiefs agree to perform all supervisory duties.

ARTICLE 2 -- NON-DISCRIMINATION

2.1 Charges of discriminatory conduct by either party to this agreement except claims of discrimination for Union membership or activity are not subject to appeal or disposition through the arbitration procedure set forth herein, but may be taken to other appropriate State and Federal Agencies for adjudication. Nothing in this section shall be deemed to prevent either party from fully representing its constituents and interest in any appropriate forum except arbitration relative to questions of discrimination.

2.2 The City and the Union agree not to discriminate against any employee for his membership or non-union membership in the Union.

2.3 Whenever words denoting the masculine gender are used in this Agreement, they are intended to apply equally to either gender.

ARTICLE 3 -- UNION SECURITY AND PAYROLL DEDUCTION

3.1 Dues Processing

The Union will notify the City of its initiation fees and dues. The City will deduct such initiation fees and Union dues from the wages of the employees who have authorized such deductions in writing, when ~~a copy of the employee's written authorization is provided by~~ the Union ~~notifies to~~ the City to begin deductions. The City will forward collected fees and dues to the Union each pay period, to the address and name provided by the Union, accompanied by a list of dues- paying employees and the amount of their dues and elected Union-provided benefits.

3.2 Revocation

An employee may revoke their authorization for payroll deduction of payments to the Union by the employee providing written notice to the City/Union. The City/Union shall notify the city ~~of provide the Union a copy of the employee's written notice with the first payroll processed that includes~~ the revocation. The City will process the employee's request to end the deduction as soon as administratively feasible, either effective on the first payroll, but not later than the second payroll, after the City's receipt of the employee's written notice. For purposes of revocation, the employee may provide written notice by email to the City's Union ~~Human Resources Director or Finance Director or directly to the Union~~, who will provide the notice to the City.

3.3 Indemnification

The Union will indemnify the City against any and all liability which may arise by reason of the deduction by the City of money for Union membership dues from employee's wages in accordance with copies of the written employee authorizations furnished to the City by the Union.

ARTICLE 4 -- UNION BUSINESS

A Union member who is an employee in the BC bargaining unit will be granted time off without pay while attending Union associated conventions, seminars, meetings, and Union/City litigation matters, provided (1) ~~he the employee~~ notifies the Department Director or above in writing at least forty-eight (48) hours prior to the time off; (2) the City will have sufficient employees available to staff the Department during this time off; and (3) An employee called in to replace another employee, who is off on Union business (including time spent in labor ~~face-to-face~~ negotiations), will receive straight time pay and overtime pay as required by the FLSA. The Union will reimburse the City the amount over straight time pay. Members of the negotiating team while on duty at said time they are negotiating shall be paid a total of fifty (50) union business leave ~~labor~~ hours in the aggregate for regular, scheduled on-duty time spent in labor ~~face-to-face~~ negotiations with the City for a successor labor agreement. Time spent in excess of fifty (50) union business leave hours while within the City of Richland shall be on-duty available for response.

4.1 The Union shall retain the privilege of holding Union Meetings during structured hours, at the on-duty employee's workstation.

- 4.2 No Union member or officer shall conduct any Union business on City scheduled active duty/structured duty work time on the City's premises, except during breaks, lunch, or as provided within Article 4 without consensus of the Fire & Emergency Services Director.
- 4.3 Nothing in this Article shall preclude the two parties from meeting at reasonable times to discuss areas of mutual concern when mutually agreed to.
- 4.4 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 6 -- ILLNESS, INJURY, AND RETURNING TO WORK

- 6.1 Occupational Illness and Injury and Occupational Disability Allowance
The City administers employee leaves associated with occupational illness and injury. The City also administers the process by which employees shall reintegrate into the workplace when in recovery, when released to full duty or when restrictions are placed on the employee's full return to duty. Occupational leaves are administered in accordance with this Agreement, Department policies, and City policies enacted to conform to State and Federal laws.
- 6.2 The City will provide an Occupational Disability Allowance ("ODA") for employees injured or occupationally diseased ("occupational injury") in the line of duty when a claim ("L&I claim") is approved and the employee is determined eligible for time loss payments under State Workers' Compensation Law. ODA shall substitute for time loss payments the employee would be otherwise eligible to receive, until ODA benefits for the employee are exhausted or the employee otherwise becomes ineligible for time loss payments. Employees shall receive ODA only for hours of their normally scheduled shifts during the approved ODA period.
 - 6.2.1 The City may choose to provisionally approve an employee's eligibility for ODA until a claim determination is made, including determining whether the injury/disease is an approved L&I claim and determining whether the employee is eligible for time loss payments. If an L&I claim or time loss payments are denied, the ODA received by the employee provisionally must be repaid by the employee through payroll deductions from the employee's other available paid time off or through other arrangements for employee repayment to the City.
 - 6.2.2 Approved ODA will continue during absences from regular shifts due to the injury/occupational disease, for as long as such job related injury/occupational disease continues, subject to a maximum limit of one (1) calendar year from the determined L&I Claim Date, plus one day. This calendar year of ODA eligibility

includes any amount of time the employee worked on a regular duty or on a light duty assignment during that calendar year. After one calendar year, the employee shall be eligible for consideration of time loss payments for the L&I claim, when time loss is approved by the Department of Labor & Industries, Workers' Compensation division.

- 623 The shift of injury is considered hours worked and is paid at one hundred percent (100%) of the employee's straight time wages and normal additional pay and benefits. This day is not counted against the ODA one-year maximum.
- 624 The employee shall receive one hundred percent (100%) of the employee's straight time wages and normal additional pay and benefits after the employee has missed two (2) scheduled shifts for 24-hour shift employees, or four (4) scheduled shifts for forty (40) hour employees, retroactive back to the first full shift missed. If an employee is not absent for more than two (2) scheduled shifts or four (4) scheduled shifts as described above, the employee shall not be eligible for ODA benefits for the days missed, unless the employee later misses shifts which trigger eligibility within the one calendar year eligibility period of the claim.
- 625 For the remaining shifts within the ODA calendar year, ODA benefits shall be equal to eighty percent (80%) of regular straight time wages plus normal additional pay and benefits for shifts missed. The employee may choose to make up the remaining twenty percent (20%) of the regular straight time wages with accrued or accumulated sick leave, vacation leave, or State Sick Leave.
- 626 During the period of ODA, the employee shall continue to accrue all leaves they would have otherwise accrued at a full, unreduced accrual level when the employee is on one hundred percent (100%) pay. When the employee is on eighty percent (80%) pay, their leave accruals shall be reduced to eighty percent (80%) of normal accrual, unless the employee elects to supplement their pay to one hundred percent (100%) using available leaves.
- 627 Employees on ODA shall receive full, unreduced holiday pay when a holiday occurs while on ODA. The occurrence of a holiday during an employee's ODA leave does not extend the one (1) calendar year ODA maximum by an additional day.
- 628 The ODA wage is considered "kept on salary" for purposes of time loss compensation. Therefore, applicable payroll deductions and contributions, voluntary or otherwise, will only be subtracted from the portion of ODA which is in excess of time loss benefits, and from any optional leave supplement to ODA the employee may have elected when at the eighty percent (80%) ODA benefit level.

- 629 Except for taxes and LEOFF retirement contributions, all other applicable payroll deductions and contributions, voluntary or otherwise, shall be subtracted from ODA wages that are equal to time loss benefits. Employees may elect to make LEOFF retirement contributions from ODA wages and thereby continue to earn service credit hours for the ODA wage periods.
- 62.10 ODA wages in excess of time loss benefits, and optional leave supplement to ODA the employee may have elected when at the eighty percent (80%) ODA benefit level, are taxable wages and subject to required LEOFF retirement contributions.
- 62.11 When the employee has insufficient eligible wages to cover the employee's deductions and contributions, the employee shall pay the balance of only the required deductions and contributions directly to the City each pay period. Voluntary contributions shall cease until and unless the employee's eligible wages are sufficient each pay period.
- 62.12 The City may elect to pay the required deductions and contributions on the employee's behalf. Such payment is contingent upon the employee providing written pre-authorization for the City to deduct from the employee's future wages or the cash value of other available benefits. The employee must also agree in advance to repay the City for required deductions paid on the employee's behalf by direct payment to the City, should insufficient wages or benefits be available with which to repay the City. Such repayment shall occur upon the employee's return to work or separation from employment, in accordance with a schedule determined by the City.

6.3 Returning to Work from Occupational Leave

Employees absent from any portion of one or more normally scheduled shifts due to an approved or pending-approval of an occupational illness or injury leave must receive clearance by the City before returning to duty. Clearance process and documentation requirements are determined by the City, and may include documentation from the employee's healthcare provider(s) and/or, at the City's expense and choice, documentation from the City's choice of designated healthcare provider(s) when the City determines a medical second opinion is appropriate.

- 63.1 Employees may be returned to full and unrestricted duty, modified duty, or full duty within a work hardening progression. If more than one employee is eligible for and agrees to an occupational modified duty assignment, the City shall split available work as evenly as possible among the eligible employees assigned to modified duty.
- 63.2 Work hardening progression occurs for a period of no more than two (2) consecutive weeks, during which the employee is released to full duty but shall gradually increase their performance of full duty assignments on their normal shift. Work hardening is required when the employee has been off work and/or on restricted duty for an occupational injury/illness for 60 or more days. An employee may request work hardening for periods of less than 60 days. Work hardening is not used when the employee

is restricted from their normal duty. ~~Rather, work hardening is a brief period during which the employee is released to return to full duty but is required to gradually progress to full performance of duties at a gradually increasing pace within the two (2) week period approved by the designated healthcare provider(s).~~ Employees on work hardening progressions are not considered part of minimum staffing.

- 633 Modified duty may include reduced hours; reduced work tasks; reassignment temporarily to work tasks not normally performed by the employee; medical rehabilitation to a maximum of two hours per day; or other approved job modifications; and shall not last longer than three (3) calendar months unless approved by the Human Resources Director and ~~Fire Chief or designee~~Department Director. Modified duty assignments are completed on the employee's regular shift or, upon approval of the healthcare provider(s) and the ~~Fire Chief or designee~~Department Director, on an alternate shift. Shift employees assigned to a day schedule on a modified duty assignment while on occupational disability allowance shall revert to the day shift accrual rates for the duration of the day shift assignment, and shall follow the formula for leave conversion as defined in [Article 23](#), and shall receive State Sick Leave accrual from the beginning of the modified duty assignment. Employees on modified duty are not considered part of minimum staffing.
- 634 A modified duty job description detailing the proposed work the employee shall perform is developed from the designated healthcare provider(s) report detailing the employee's limitations and restrictions, as well as operational needs. The modified duty hours shall not exceed the employee's normal scheduled hours each shift. The designated healthcare provider and the City must approve the modified duty job description. Following this approval, the modified duty assignment must be offered and accepted by the employee prior to the employee returning to work.
- 634.1 Employees declining modified duty job description assignments shall lose eligibility for time loss, and, as a consequence, shall lose eligibility for ODA. These employees shall remain eligible for other benefits allowed under the claim.
- 635 Employees shall not be required to report for modified duty assignments during any period that the employee had, prior to the disability, scheduled as a first (1st) or second (2nd) pick of vacation, as provided by the department vacation policy. The employee, at their option, shall be placed on vacation leave as previously scheduled and shall use accrued vacation leave for all hours of those scheduled days off.
- 636 Employees must comply with the requirements of the modified duty or may be removed from the assignment, in order to protect the employee from potential re-injury, aggravation of injury, or slowing of the employee's recovery and reintegration into the workforce.

- 63.6.1 Employees who do not comply with modified duty or work hardening assignments and requirements shall lose eligibility for continued ODA benefits. These employees will also not be eligible for time loss benefits but shall remain eligible for other benefits allowed under the claim.

6.4 Reoccurrence of Occupational Illness or Injury

When an employee has returned to full, unrestricted duty from an occupational claim that has been closed by the Department of Labor & Industries ("L&I"), and L&I subsequently reopens the original claim, the reopened claim shall be treated as a new claim for purposes of ODA benefits.

6.5 Occupational Illness or Injury Extending Past One Year

- 6.5.1. When an employee's occupational illness or injury leave extends beyond one (1) calendar year, the employee shall no longer receive ODA, and shall be eligible for time loss benefits when approved under the claim.

- 6.5.1.1 While on time loss benefits, neither the City nor the employee shall make LEOFF retirement plan contributions, and the employee shall not earn service credit. The employee may choose to "buy back" service credit when allowed by the Department of Retirement Systems rules.

- 6.5.2 When an employee has been determined through the claim process to be unable to return to the job they held when they were injured/illness, the City will retain the employee through their period of ODA benefit entitlement. The employee may choose to initiate separation of their employment for medical reasons, and in such cases the City shall provide the employee the remaining ODA wage benefits that are in excess of time loss wages, and proceed with separation of the employee. The employee may then receive time loss wages and other benefits if authorized through the claim.

- 6.5.3 An employee who has exceeded one (1) calendar year on an occupational leave shall retain continued employment only when on a medical leave approved by the Human Resources Director and Fire Chief or designee~~Department Director~~. The decision to continue employment shall include considerations of operational need, the prognosis of and timeframe anticipated for returning to the employee's job of injury/illness, the employee's skillset and potential for performance of other jobs in the City or Department, and other considerations of the City. A decision to continue employment under this Section is not binding, and may be amended or rescinded by the City as deemed appropriate at any time.

- 6.5.3.1 An employee who's employment has not been extended as described in 6.5.2 may be retained as an employee with no entitlement to the

employee's job of injury, while a determination and decision is made regarding the availability and appropriateness of other employment and rehabilitation options.

6.6 Non-occupational Illness, Injury and Returning to Work

The City provides and administers various forms of paid and unpaid leave for employees ill or injured in non-occupational circumstances. Employees are entitled to paid time off as specified in this Agreement, to include sick leave and vacation leave or other time off as provided. Employees may also be entitled to State and/or Federal leave, as referenced in [Article 22](#).

6.6.1 Employees on a non-occupational illness or injury who are absent for 60 or more consecutive calendar days may be required to submit a healthcare provider certification releasing them to duty and certifying they can safely perform all their job duties. Employees who desire modified duty assignment or work hardening progression shall be subject to the same return to work process and approvals as described in this Article for occupational illness or injury and returning to work, when available and at the discretion of the Fire Chief or designee~~Department Director~~. Additionally, priority for modified duty is always given to employee(s) on occupational modified duty, and employees on approved non-occupational modified duty may have their assignment ended should the need for an occupationally-injured employee arise. Such employees shall be paid their regular wage during hours they are assigned to an approved non-occupational modified duty or work hardening progression assignment.

6.6.2 Modified duty for non-occupational illness or injury is available only to employees having sick or annual leave time available and shall not constitute a position nor extend beyond available paid leave time.

ARTICLE 7 -- HOLIDAYS

7.1 Except as provided in Section 7.6 for employees working forty (40) hours per week, it shall be the practice of the City to pay cash compensation in lieu of time off for holidays.

7.2 The following holidays are recognized:

New Year's Day	Veteran's Day
President's Day	Thanksgiving Day
Memorial Day	Day after Thanksgiving
Independence Day	Christmas Eve
Labor Day	Christmas <u>Day</u>
Floating Holiday	

Each of the above-listed holidays, except for Christmas and New Year's Day, shall be observed on the same day that the City observes the holiday. The Christmas holiday shall

be observed on December 25th of each calendar year, and the New Year's Day holiday shall be observed on January 1st of each calendar year.

- 7.3 The floating holiday shall be paid during the pay period of the employee's choice, as indicated on the employee's time card. All employees shall schedule their floating holiday in a pay period in the year it is accrued or it is forfeited. The employee receiving the holiday pay shall be on the same work routine as the remainder of the shift.
- 7.4 Twenty-four (24) hour shift personnel shall be paid fourteen (14) hours pay at their regular rate of pay for each recognized holiday during the pay period in which the holiday falls, in addition to the employee's regular pay.
- 7.5 An employee on any leave except "leave without pay" shall receive holiday pay for any and all holidays occurring during the term of said leave (this includes Occupational Disability Allowance Time listed in [Article 6](#)).
- 7.6 Forty (40) hour week (day-shift) personnel shall receive the above holidays (Section 7.2) off. In the event a holiday should fall on the employee's regularly scheduled day off, the employee shall receive another regularly scheduled workday off in lieu of the holiday.

ARTICLE 8 -- UNION BULLETIN BOARDS

- 8.1 The City agrees to furnish and maintain suitable boards in a convenient place in each station and work area to be used by the Union. The Union shall limit its posting of notices and bulletins to such bulletin boards.

ARTICLE 9 -- CITY RIGHTS AND RESPONSIBILITIES

- 9.1 Subject to the provisions of this Agreement, the Union recognizes:
 - A. The prerogatives of the City to operate and manage its affairs in all respects and in accordance with its responsibilities and powers and;
 - B. That the City reserves those rights concerned with the management and operation of the department which includes, but is not limited to the following:
 - a) To recruit, assign, transfer, and promote members to the positions within this department,
 - b) To suspend, demote, discharge, or take other disciplinary actions against members for just cause,
 - c) To determine methods, means, and personnel necessary for the department operations,
 - d) To control the Department Budget,

- e) To take lawful actions, not in violation of this Agreement, in order to assure the proper functions of the Department.

ARTICLE 10 -- PREVAILING RIGHTS

- 10.1 All rights and privileges held by the employees at the present time which are not included in this Agreement shall remain in force, unchanged and unaffected in any manner. These rights and privileges shall include but not be limited to the following:
- a) Employees shall have the right to retain store call in its present form, provided that shift officers shall consider energy conservation in scheduling and implementing store call.
 - b) Employees shall maintain the right to use "crew room" during leisure hours.
 - c) Employees shall maintain kitchen and sleeping rights.
 - d) ~~Employees shall retain guest and personal telephone privileges in local area and agree to charge all personal long distance calls to a non-City number.~~

ARTICLE 11 -- PERFORMANCE OF DUTY - RULES AND REGULATIONS

- 11.1 Nothing in this Agreement shall be construed to give an employee the right to strike and no employee shall strike or refuse to perform his assigned duties to the best of his ability during the term of this Agreement.
- 11.2 The Union agrees that it will not condone or cause any strikes, slowdowns, mass sick call or any other form of work stoppage, or interference of normal operations of the Department during the term of this Agreement.
- 11.3 The Union agrees that its members shall comply in full with the Fire & Emergency Services Department Rules and Regulations, including those related to conduct and work performance.
- 11.4 The City agrees that the Department Rules and Regulations, Policies and Procedures, and Guidelines, promulgated after the effective date of this Agreement, which affect working conditions and performance, shall be posted electronically or on the Union bulletin boards, and shall be subject to the grievance procedure, if brought within fifteen (15) days of the date the order is posted on the Union bulletin boards, as to whether or not such Rules, Policies and/or Guidelines are in conflict with any provisions of this Agreement.-
- 11.5 The Union recognizes the City's right to establish minimum qualifications that must be met by newly hired Battalion Chiefs. A copy of these established minimum qualifications shall be furnished to the Union, and any changes to said qualifications shall be provided to the Union at least thirty (30) days prior to implementation of the change or changes. Nothing in this clause shall be viewed as a waiver by the Union of their existing rights to bargain such issues as provided by RCW 41.56, nor does it create any new rights.

ARTICLE 12 – UNIFORMS

- 12.1 All uniforms, protective clothing, devices required of employees in performance of their duties and cleaning thereof shall be furnished by the City, except dress shoes, shorts, undershirts, socks, and belts, unless the City requires they be worn.
- 12.2 City shall provide up to four (4) new T-shirts every year and up to one (1) sweatshirt every other year. They will be laundered by employee.

ARTICLE 13 -- SHIFT TRADES

- 13.1 Employees shall have the right to exchange shifts with qualified employees. The Union agrees qualified employees of a lower rank may fill in for shift trades.

ARTICLE 14 -- PERSONNEL REDUCTION

- 14.1 In the case of personnel reduction, the employee having the least seniority in the classification of Battalion Chief shall be reduced in rank to the prior rank of each employee impacted. If time in position is equal, scores on the certification list(s) shall govern, such that the employee with the lowest score on the most recent certification list shall be reduced in rank first. If scores on the certification list are equal, then time in the Fire & Emergency Services Department shall govern such that the employee with the least time shall be reduced in rank first.
- 14.2 When employees are laid off, their names shall be placed on an employment list in order of seniority, with the employee having the most seniority at the head of the list, and the person with the least seniority at the bottom. This list shall stand for a period of two (2) years and no new employees may be hired during that period until the laid-off personnel have been given the opportunity to return to work.
- 14.3 Persons being re-promoted to positions held prior to being reduced-in-rank shall be re-promoted in the reverse order from which they were reduced in rank.

ARTICLE 15 -- WORKING OUT OF CLASSIFICATION - EFFECT ON PAY

- 15.1 Upon receiving a delegation of authority from the Fire Chief or designee ~~Department Director~~ to assume responsibilities of the Fire Chief or designee ~~Department Director~~ for more than twelve (12) consecutive hours Battalion Chiefs shall receive one-hundred dollars (\$100) per shift for working out of classification. A shift is a twenty-four (24) hour period.
- 15.2 Day shift Battalion Chiefs delegated to serve as Fire Chief or designee ~~Department Director~~ shall be compensated at overtime rate for duties assigned outside normal working hours.

ARTICLE 16 -- VACANCIES AND PROMOTIONS

- 16.1 The right to determine whether or not a vacancy in any position covered by this Agreement is to be filled, and, if so, when, is vested solely in the City.
- 16.2 If a permanent vacancy should occur, the City may not through a series of "out of classification" appointments avoid promoting individuals to gain advantage of the lower pay scale provided by this Article.
- 16.3 All vacancies shall be filled through a competitive examination process determined by the City of Richland Personnel Committee. Promotional testing for the rank of Battalion Chief shall be conducted every other May, beginning May 2019. Upon notice to the Union, the month of the promotional testing may be moved to an alternate month or cancelled for that year.
- 16.4 When it is determined by the City that a vacancy in a position covered by this Agreement is to be filled, appointment to the position shall be made by the appointing authority from among the top three (3) names on the certification list established for the position. If requested by the employee(s), the appointing authority, for informational purposes only, shall give the passed-over candidate(s) valid written reasons for not being selected.
- 16.5 The provisions of this Article do not apply to the filling of vacancies in positions not covered by this Agreement. See Section 1.1.
- 16.6 Should a member choose to relinquish their rank of Battalion Chief, they shall be reduced in rank to the rank they held prior to their promotion to Battalion Chief. The reduction in rank shall not occur until the Director has selected a replacement Battalion Chief. Such a relinquishment will not result in an additional FTE for the Department, unless approved by the Director and City Manager.

ARTICLE 17 -- GRIEVANCE PROCEDURE

- 17.1 A grievance means a claim or dispute by one (1) employee or group of employees with respect to the interpretation and application of the provision of this Agreement. Any issue that has been submitted to the Personnel Committee shall not be considered a grievance or subject to the grievance procedure herein and vice versa.
- 17.2 Nothing in this Agreement shall preclude the right of the two (2) parties to meet and verbally discuss the grievance in an attempt to resolve the issue.
- 17.3 Grievances as herein defined shall be processed in the following manner:

- 17.3.1 **Preliminary Procedure.** An employee or group of employees, who feel they have a grievance, may present such grievance within thirty (30) calendar days of when such matter comes to the attention of the employee. Such grievance should be submitted to the employee's supervisor who shall attempt to resolve it within twenty-one (21) calendar days after it is presented to the supervisor; provided that no grievance in this stage shall be pursued beyond the Department Director.
- 17.3.2 **Step 1.** If the grievance is not resolved in the preliminary procedure, the employee shall have ten (10) calendar days to notify the Union Grievance Committee, in which case it shall be settled in the following manner: The Union Grievance Committee, upon receiving a written and signed petition, preferably on a standard form, shall determine within ten (10) calendar days if a grievance exists. If in their opinion no grievance exists, no further action is necessary. If a grievance does exist, they shall, with or without the physical presence of the aggrieved employee, present the grievance to the Department Director in writing within fifteen (15) calendar days who shall attempt to resolve it within twenty-one (21) calendar days after it has been presented to the Director. The written grievance shall include a statement including the specific Article(s) or Section(s) of the Agreement allegedly violated, the specific facts, and specific remedy sought.
- 17.3.3 **Step 2.** If the employee or employees are not satisfied with the response of the Department Director, the written grievance may be presented to the City Manager, together with all pertinent materials, by such Union representatives within thirty (30) calendar days of receipt of the Department Director's response. The City Manager shall attempt to resolve the grievance within twenty-one (21) calendar days.
- 17.3.4 **Step 3.** Any grievance involving the interpretation or application of this Agreement, which is not resolved in accordance with the foregoing procedure, may be referred to arbitration by the Union within thirty (30) calendar days after receipt of the City Manager's answer in Step 2. The arbitrator shall be on the arbitrator panel of the Washington Public Employment Relations Commission (PERC) a member of the American Arbitration Association ("AAA") or Federal Mediation Conciliation Service ("FMCS") and shall be selected in accordance with the established procedures of the AAA or FMCS, depending upon which agency is used PERC. The cost of the arbitrator and court reporter, if used by either party, arbitration and the cost of the arbitrator shall be borne one-half (1/2) by the City and one-half (1/2) by the Union. Each party is responsible for its own costs and attorney's fees. The arbitrator shall render his decision based on the interpretation and application of the Agreement. The decision shall be final and binding upon the parties to the grievance, provided that the decision does not involve action by the City which is beyond its jurisdiction, and provided further that the decision of the arbiter is not arbitrary, nor capricious, nor exceeds his authority.

Failure to appeal in accordance with the timelines set forth in Section 17.3 shall be a waiver of any right to further grieve or arbitrate the issue.

- 174 The City and the Union may agree to extend the time limits of any of the above steps if mutually agreed to by both parties. Any deadlines falling on a Saturday, Sunday, or observed holiday shall be extended to the following day.
- 175 Neither the arbitrator nor any other person or persons involved in the grievance procedure shall have the power to negotiate new agreements or to add to, subtract from, or otherwise change any of the present provisions of this Agreement.
- 176 No settlement of a grievance shall be contrary to the terms of this Agreement.

ARTICLE 18 – WAGES

- 18.1 The types of employment and wages for all employees covered by this Agreement shall be listed in Appendix "A" and Appendix "D", attached hereto and by this reference incorporated herein.

ARTICLE 19 – HOURS

- 19.1 The hours of duty shall be approximately 48.154 hours per week as presently worked provided a total of seventeen (17) Kelly Days shall be scheduled off. Ten (10) shifts off will be periodically scheduled on a rotating basis. Seven (7) more shifts may be scheduled off, by the employee, prior to July 1, or as scheduled in a vacation pick period. Kelly Days shall be scheduled in accordance with Kelly Day and vacation policies.
- 19.1.1 The work of day shift Battalion Chiefs shall be forty (40) hours per week. The work schedule shall normally be four (4) ten- (10) hour days. A schedule of five (5) eight- (8) hour days per week may be scheduled with the approval of the Department Director.
- 19.2 Employee structured work hours, for scheduled activities, shall be 8:00 a.m. to 5:00 p.m. Monday through Saturday. Structured work hours for Sundays shall be from 8:00 a.m. to 12 noon. Holidays except Christmas and Thanksgiving shall be from 8:00 a.m. to 12 noon. Christmas and Thanksgiving shall be from 8:00 a.m. to 10:00 a.m.
- 19.3 The Union and management recognize that time-sensitive projects, public service and education events, training and other commitments sometimes dictate that work continue into or occur during non-structured hours. Both parties agree to strive for balance in such work and the Director may authorize time during structured hours to offset time spent working during non-structured hours. Emergency readiness, incident response, and associated work shall be performed throughout the shift regardless of structured hours.

ARTICLE 20 -- FIRE EDUCATION INCENTIVE PROGRAM

- 20.1 The purpose of this program is to provide incentive pay for members of the Fire Department to seek additional education in order to meet the ever-changing needs and demands placed upon the Fire Department.
- 20.2 This program is based on college degrees within the Fire & Emergency Medical Services Administration or closely related fields of study.
- 20.3 All applications for education incentive shall be presented to the Fire & Emergency Services Director for approval. Personnel achieving an approved Associate's or Bachelor's degree shall be paid the percentage indicated in Article 20.4 for said degree.
- 20.4 Approved degree fields for Education Incentive pay include: Fire Service Administration, EMS Administration, Business Administration, Public Administration, and Healthcare Administration, or equivalent as approved by the Fire & Emergency Services Director. Degrees must be attained from a Regionally Accredited College or University in order to qualify for Education Incentive pay.
- 20.5 Requirements for Education Incentive Pay

% OF BASE PAY

5%

10%

BA/BS DEGREE/CREDITS

Approved AA degree or 50% BA/BS credit requirements

Approved BA/BS Degree

- 20.5.1 Completion of an A.A. or A.A.S. degree within the approved degree fields identified in 20.4, or an A.A.S. degree in Fire Science, or equivalent fire science degree as determined by the Director, is eligible for 5% incentive education pay.
- 20.5.2 For those programs that do not require an AA degree as part of the Bachelor's degree, upon 50% completion of an approved Bachelor's degree, employees may submit a transcript demonstrating that all classes have been passed with at least a 2.0, and a letter from the institution stating that at least 50% of the Bachelor's degree credits have been successfully completed to qualify for 5% education incentive pay.
- 20.5.3 Completion of an approved Bachelor's degree qualifies the employee for 10% incentive education pay.
- 20.5.4 To receive Fire Education Incentive Pay, bargaining unit members must provide a diploma, or transcript and letter of 50% completion as outlined in Article 20.5 from a regionally accredited college or university. The effective date of education incentive pay begins the date that all applicable documentation is submitted to the Fire & Emergency Services Director or their support staff.

20.5.5 All members of the bargaining unit in classifications covered by this labor agreement are eligible to participate in the Education Incentive Program.

20.6 Education Incentive Pay Program transition

20.6.1 The program outlined in this CBA becomes fully implemented on January 1, 2019. All employees receiving education incentive pay at previous 1% increments on January 1, 2019 shall not suffer a reduction in existing percentage of compensation because of the agreed upon revisions. However, eligibility for any further increases shall be contingent upon meeting the requirements of the updated program set forth above.

20.6.2 A transition period for incumbent employees (employed as of January 1, 2019) will allow employees to either choose to move to the updated incentive education program or continue under the education incentive program outlined in Section 20.7, Grandfathered Education Incentive Education, below, for the duration of this CBA. On January 1, 2022, education incentive pay will be frozen at the level submitted and approved for those employees who have not completed an approved degree. After that date, additional education incentive pay will be subject to the current program parameters.

20.7 Grandfathered Education Incentive Program

20.7.1 This program is based on college units and college degrees within the Fire Service as defined under a Fire Science/Fire Administration Program curriculum. Subjects not related directly to the fire field but part of the requirements or electives towards a degree shall be counted as a part of this program as defined in Section 20.5.

20.7.2 All applications for education incentive shall be presented to the Fire & Emergency Services Director prior to becoming eligible for credit under this program. Personnel achieving an Associate or Bachelor Degree in Fire Science/Fire Administration shall be paid the percentage indicated in 20.5 for said degree.

20.7.3 When a Battalion Chief has not received a degree, courses/credits completed will be accepted under this program as set forth below.

20.7.4 Requirements for Education Incentive Pay

<u>% OF BASE PAY</u>	<u>AA DEGREE/CREDITS</u>	<u>BA/BS DEGREE/CREDITS</u>
1%	20% of credit requirements	10% of credit requirements
2%	40% of credit requirements	20% of credit requirements
3%	60% of credit requirements	30% of credit requirements
4%	80% of credit requirements	40% of credit requirements
5%	AA Degree	50% of credit requirements
6%		60% of credit requirements
7%		70% of credit requirements
8%		80% of credit requirements

9%
10%

90% of credit requirements
BA/BS Degree

20.7.5 All employees receiving education incentive pay on January 1, 2007 shall not suffer a reduction in existing percentage of compensation because of the agreed upon revisions. Eligibility for any further increases shall be contingent upon meeting the requirements set forth above.

20.7.6 To receive credits for Fire Education Incentive Pay, bargaining unit members must provide a transcript and Fire Science/Fire Administration curriculum from the college issuing the transcript. A letter from the course administrator is required for determination of appropriate credit allowance. Credits offered for pay under this program must have a "C" grade average.

20.7.7 Requests for pay in excess of the 5% step level must be predicated on upper division level credits for classes that fit into a four (4) year Fire Science/Fire Administration curriculum for a four (4) year college degree. Unused service credits to the maximum of thirty (30) may be used as upper division electives if accepted by the college.

20.7.8 All members of the bargaining unit in classifications covered by this labor agreement are eligible to participate in the Education Incentive Program.

ARTICLE 21 -- SICK LEAVE

21.1 Sick Leave for LEOFF II Employees

Full-time and temporary LEOFF II employees shall accrue sick leave as follows:

	<u>Accrual Rate</u>
40 hour per week employees	8 hours per month
24 hour shift employees:	
1) With less than 1440 hours accrued sick leave	24 hours per month
2) With 1440 or more hours accrued sick leave	12 hours per month

Fifty percent (50%)~~Twenty-five percent (25%)~~ of unused sick leave accrued by each LEOFF II employee will be paid to the employee by the City, up to a maximum payout of \$15,000~~\$12,000~~, when such employee

separates from service with fifteen (15) or more years of employment with the Richland Fire Department. Employees terminated from employment shall not be eligible for sick leave cash out.

21.1.2 From the Agreement's full execution, through December 31, 2025, any remaining unused sick leave accrued by each LEOFF II employee over 1,440 hours for employees assigned to 24-hour shifts and 1,196 hours for those employees assigned to a 40-hour base week will be paid to the employee by the city, up to a maximum payout of \$25,000 when such employee separates from service with twenty five (25) or more years of employment with the Richland Fire Department. Twelve (12) months after the execution of this agreement, employees are only eligible for the additional sick leave cash out of up to \$25,000 if they provide a minimum of twelve (12) months' notice of their intent to retire to the Employer. The employee's notice of intent to retire is non-binding; however, rescinding the notice will make the employee ineligible for the additional sick leave cash out unless a new notice is provided in accordance with this Section. Employees terminated from employment shall not be eligible for sick leave cash out.

21.2 Advance of Sick Leave for New Employees

New employees will be advanced a sick leave allowance equal to that, which would be accrued in six (6) months at the LEOFF II accrual rate, and will begin their regular LEOFF II accrual at the end of six (6) months' employment. An employee whose employment terminates for any reason during the first six (6) months must repay the City for sick leave used in excess of the LEOFF II accrual rate for the period of actual employment. For temporary employees, sick leave advancement shall be limited to the amount that they would normally accrue during their period of employment.

21.3 Employees shall be allowed to donate accrued sick leave to other employees within the bargaining unit with less than thirty-six (36) months of service. A donating employee may give to more than one (1) employee but not to exceed twenty-four (24) hours per receiving employee per year. Receiving employees can receive unspecified number of hours from various donors. Donation does not impact perfect attendance.

21.4 At the beginning of each year the City shall deposit twelve (12) hours per 24 Hour Shift bargaining unit position per year into the Union's Business Leave Bank. This will be funded by a corresponding reduction of 12 hours of sick leave from each member's accrued sick leave balance. At the beginning of each year the City shall deposit ten (10) hours per 40 Hour Day Shift bargaining unit position per year into the Union's Business Leave Bank. This will be funded by a corresponding reduction of 10 hours of sick leave from each member's accrued sick leave balance.

21.5 This bank will be used, at the discretion of the principal officers of the Union, to offset the cost of time off for Union business (attendance at the Union's associated conventions, seminars, meetings, etc.). Union Business Leave taken will be paid to the applicable

employee on approved Union leave (during a normally scheduled shift) from the Union Business Leave Bank balance on an hour-for-hour basis. If the Union Business leave causes overtime, it will be taken from the Union Business Leave Bank at the overtime rate. In the event there is insufficient balance of Union Business Leave available, the employee must arrange for time off of their normal shift. Employees taking Union Business Leave are responsible for following the normal process and timing for requesting time off.

- 21.6 Employees working the 40-hour shift schedule shall accrue Washington's paid sick leave (State Sick Leave) in accordance with City policy. Paid sick leave accruing in accordance with Washington law and the City policy is a subset of existing Sick Leave accruals.

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ARTICLE 22 -- PAID LEAVES

22.1 Vacation Leave

Regular full-time employees shall accrue vacation time as set forth below, based on length of service with the City. No employee shall be eligible to use vacation time accrued until they have worked for the City a minimum of six (6) calendar months.

22.1.1 Employees working a 40-hour base week shall accrue vacation time on the following basis:

<u>Length of Service</u>	<u>Monthly Rate of Vacation Credit in Hours</u>
1st 0 through 9 years	12
10th through 15 years	14
16th through 20 years	16
Over 20 years	18

Accumulation of vacation shall not exceed 339 hours at year's end.

22.1.2 Employees working 24-hour shifts shall accrue vacation time on the following basis:

<u>Length of Service</u>	<u>Monthly Rate of Vacation Credit in Hours</u>
1st 0 through 9 years	14
10th through 15 years	16.25
16th through 20 years	19
Over 20 years	21

Accumulation of vacation shall not exceed four-hundred eight (408) hours at year's end.

22.2 Vacation Bonus Days

Regular full-time employee(s) working a 40-hour base week and with one (1) continuous year of service shall be eligible to earn one (1) vacation bonus day (ten (10) hours) after non-use of sick leave and leave without pay collectively. Regular full-time employee(s) working Firefighter 24-hour shifts who have completed one (1) continuous year of service shall be eligible to earn one (1) vacation bonus Firefighter 24-hour shift after non-use of sick leave and leave without pay collectively.

22.3 Vacation Leave Cash Out Upon Separation

An employee's accrued, unused vacation leave shall be cashed out at the employee's base pay rate upon separation from employment.

22.3 Family Leave

Battalion Chiefs shall be granted family leave for injury, illness, birth or death in the employee's family, when employee's presence is needed.

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22.3.1 40-hour week employees shall be granted forty (40) hours family leave per year. 24-hour shift employees shall be granted seventy-two (72) hours family leave per year.

22.3.2 Hours needed in excess of the limits listed in 22.4.1 shall be charged to sick leave or vacation per the employee's request after being approved by the Department Director or above or as provided by State Statute. Sick leave used to extend family leave shall impact the employee's perfect attendance date unless prohibited by law.

22.3.3 For Family Leave purposes, "Employee's Family" shall be defined as the employee's spouse, son, son-in-law, daughter, daughter-in-law, mother, mother-in-law, father, father-in-law, sister, sister-in-law, brother, brother-in-law, grandfather, grandfather-in-law, grandmother, grandmother-in-law, grandchild, or any person permanently residing with the employee that has a familial or committed intimate relationship. Step relatives of the relations listed shall also be considered as part of the employee's family.

22.4 Personal Business Vacation Leave

Battalion Chiefs working 24-hour shifts shall be granted up to seventy-two (72) hours of personal business vacation leave annually. Battalion Chief's working a forty- (40) hour week shall be granted forty (40) hours of personal business vacation leave annually.

22.5 Twenty-four hours / ten hours (24 hrs Shift / 10 hrs Days) of the seventy-two / forty (72/40) hours may be taken at the employee's discretion. Such time must be taken in blocks of eight (8) hours or more. Vacation shall be charged at the applicable overtime rate against the employee's accrued vacation for each hour taken. Discretionary use of personal leave will impact perfect attendance. Employees transferring from days to shifts or vice-versa shall have the bonus prorated for the amount of time spent on shift.

Forty-eight / thirty (48/30) hours of the seventy-two / forty (72/40) hours may be taken for those situations, which require the employee's presence and which cannot be scheduled to another time. Examples include: childcare, business appointments. Recreational or other pleasure activities are not included. The determination of whether the situation qualifies for such leave rests solely with the City. The City may request documentation to support the justification for the use of such leave. Vacation shall be charged for the exact amount of leave used.

Battalion Chiefs not using personal business vacation leave in a calendar year shall receive Twenty-four/Ten (24/10) hours of bonus vacation accrual to be paid cash compensation in lieu of time off.

22.6 Eligible employees will be allowed up to twelve (12) weeks of unpaid leave in accordance with the Family Medical Leave Act. The City may require an employee to use any and all accrued leave as part of the FMLA leave. Other State or Federal laws may

provide other protected paid or unpaid leave, and the provisions of this section are not intended to expand upon federal or state law.

22.6.1 Employees are entitled to receive notice of their eligibility for and right to use various State and Federal leaves. In order to ensure employees receive the required notifications from Human Resources (HR), when employees use paid or unpaid time off for absences due to their own or a family member's illness or injury exceeds three normally scheduled shifts, human resources shall be notified of the absences and anticipated return, if known. Such notification shall be provided by the employee's command staff. Additionally, the employee may choose to notify HR directly.

Employees on non-occupational sick leave for their own illness or injury who choose to utilize State or Federally protected leave concurrent with sick or other paid time off, or as unpaid leave following use of paid time off, shall be subject to the City's requirements for use of that State/Federal leave and associated City policies, to include City requirements for returning to work.

22.7 Jury Duty and Witness Service

An employee who is called for jury duty or is subpoenaed as a witness in a case arising from their City employment, to which the employee is not a party, shall be paid during the absence on account of the jury or witness service. The employee shall endorse to the City any amount of jury or witness fees (exclusive of mileage) the employee is paid.

22.722.8 Military Leave

Any regular, probationary, or temporary employee who is a member of the State National Guard or a federal reserve military unit shall be entitled to time off in accordance with governing law.

22.822.9 Vacation Leave Donation/Transfer

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

An employee is eligible for donated vacation leave when 1) they 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 (1) incident or illness and may not request donated vacation leave more than one (1) time in any concurrent five (5) year period.

An eligible employee requiring use of donated vacation leave shall notify their Human Resources Department Director in writing that the use of donated leave is required, explaining

and providing written documentation as to the circumstances.

~~The Department Director shall forward the request to Human Resources for approval.~~

DRAFT

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

- 1) A vacation balance of at least 100 hours is maintained after the transfer, and employees may not donate more than 100 hours per year of their vacation balance.
- 2) Vacation is transferred based on the dollar value of said leave. For example, the requesting employee earns \$10.00 per hour base. The donating employee earns \$20.00 per hour, and wishes to transfer ten (10) hours. As a result, \$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 actual donations needed each pay period will be used by Finance during payroll processing. If the recipient does not use all the leave donations offered by employees, the donation form shall be destroyed by Finance.

ARTICLE 23 -- LEAVE CONVERSION AND MAXIMUM USAGE

- 23.1 Because shift changes are usually accomplished during the first part of the year, Family and Emergency Leave hours shall be restored to the appropriate maximum granted in [Article 22](#) whenever an employee transfers from a 40-hour per week position to a 24-hour shift position, or vice versa.
- 23.2 Whenever an employee changes from 24-hour shifts to days, Sick Leave and Vacation accrual totals shall be multiplied by 0.83088. When changing from days to 24-hour shift, Sick Leave and Vacation shall be multiplied by 1.2035. The multipliers are based on hours worked per week.

The accrual rates shall be changed to reflect the appropriate rate for the position being worked on the last day of each month. Accruals by 40-hour shift employees who then convert to a 24-hour shift shall be managed in accordance with City State Sick Leave policy.

- 23.3 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 Department Director. Prior to requesting such leave, the employee must have exhausted all of the employee's paid leave. During such leave, 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 five (5) 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 requesting such leave, the employee must have exhausted all of the employee's paid leave. During such leave, the employee will not accrue sick leave, vacation leave or any other benefits, and the employee's seniority will be frozen. Upon return from such leave, the employee may 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.

ARTICLE 24 -- OVERTIME PAY

- 24.1 All overtime work for 24-hour shift employees shall be compensated at one and one-half (1.5) times the regular hourly rate of pay, except as provided in Section 24.1.1 and 24.1.2 and subsections thereof.
 - 24.1.1 For bargaining unit members regularly working a 40-hour base week, who are on a scheduled leave or day off and assigned to a shift for overtime, shall be paid at 1.5 times their current rank equivalent for an Operations Division employee's rate of pay (at the appropriate step) calculated on a 2504 scheduled hours work year (48.154 hours per week x 52 weeks per year).
 - 24.1.2 Classroom time or other related preparation time, outside of normal working hours, for department-*required* training, training related to maintaining EMS, Haz Mat, and TRT certifications as outlined in [Articles 28, 34](#), and [38](#), and training required as part of individual staff assignments (i.e. SCBA Technician, Fire Investigator, SME, etc.) shall be compensated at the employee's regular overtime rate. Course registration, fees, travel, or other related costs are addressed by Department policies.
 - 24.1.2.1 Classroom time or other related preparation time, outside of normal working hours, for training that is not *required* but nonetheless the employee has been approved to attend and is directly related to the employee's current work shall be compensated at the Training Rate of one and one-half (1.5) times the current minimum wage rate. Course registration, fees, travel, or other related costs are addressed by Department policies.
 - 24.1.2.2 Classroom time or other related preparation time, outside of normal working hours, which is for purposes of promotional preparation, development of skills outside the scope of current work, training that is primarily for the benefit of the employee and not the city, attainment of certifications outside the scope of current work, and formal education (i.e.

for-credit college courses) shall be non-compensable. Course registration, fees, travel, or other related costs are addressed by Department policies.

24.1.2.2.1 When registration for an otherwise non-compensable course (as described under 24.1.2.2, above) requires the employee to obtain Richland Fire Department approval in order to attend, the Department's approval shall not be construed so as to change the nature of the course from non-compensable to compensable. The employee's attendance at the course does not constitute a work assignment and is non-compensable.

- 24.1.3 When mutually agreed, the City may grant day shift employees (40 hour per week workers) compensatory time off in lieu of overtime pay. Such compensatory time shall be granted at 1-1/2 times overtime hours worked and shall be scheduled for use at a time, which is mutually agreeable to the City and employee. In no event shall compensatory time accrual exceed two hundred (200) hours; and compensatory time shall either be used, or overtime hours be paid at 1-1/2 times the regular hourly rate of pay, within 12 months of when the overtime was performed.
- 24.1.4 Minimum overtime pay shall be equivalent to four (4) hours straight pay for all call backs, exception hold over pay.
- 24.2 The parties agree to the current departmental Battalion Chief Overtime Policy, except to the extent it is in conflict with this Article.
- 24.3 In the absence of the Operations Battalion Chief scheduled to be on duty, resultant overtime shall first be offered to a qualified Battalion Chief at the Shift Battalion Chief overtime rate listed in Section 24.1. If a qualified Battalion Chief does not fill the position, then a qualified member of the Firefighters' (Rank and File) bargaining unit may fill the position.
- 24.3.1 The requisite demonstrated task proficiencies for department members to perform as Operations Battalion Chief is described in the Battalion Chief: Performance Proficiency Tasks Policy. This policy will detail the requirements to be "qualified".
- 24.3.2 The terms, conditions, and mechanisms for calling in and documenting Battalion Chiefs' overtime is described in the Battalion Chief Overtime Policy.

ARTICLE 25 – INSURANCE

25.1 Health Insurance

The City and employee as represented by IAFF Local 1052-BC shall share the cost for health insurance coverage for employees and their dependents.

~~25.11~~ During the term of this agreement, unless otherwise indicated per [Appendix "B"](#), the employee shall contribute 1.75% of "F" step rate of firefighter/EMT monthly base salary towards the cost of the ~~PPO+ Plan and then towards the~~ LEOFF Health and Welfare Trust ~~6B plan~~ [Plan B](#) upon its effective date. ~~The City will contribute the balance of the cost. Additionally, unless otherwise indicated per Appendix "B", the City will cover the 1.75% cost of an employee only designation. All bargaining unit members will transfer medical and vision coverage to the LEOFF Trust Plan 6B effective February 1, 2012. IAFF members shall retain the City medical plan for the month of January 2012.~~

25.11

25.12 In conjunction with the IAFF members transfer to the LEOFF Trust Plan, an individual Health Reimbursement Account ("HRA") shall be established ~~with A.W. Rehn and Associates~~ [by the parties' mutual agreement](#). Annual contributions will be prorated and contributed monthly by the City for each bargaining unit member as follows:

- a) An HRA annual contribution in the amount of \$4,500.00 will be made by the City for each member with dependent(s), \$2,250.00 contributed for each member without dependents. HRA set up and annual fees shall be paid by the City, not to include an HRA debit card, which shall be borne by the employee. The HRA contributions will be prorated for all future members hired or terminated during the term of this agreement.

25.13 At the end of each annual claim submission period ~~as determined by A.W. Rehn and Associates~~, excess monies in each HRA account will roll into an individual Health Savings Account ("HSA")/Voluntary Employee Benefit Association ("VEBA") account. All fees associated with said HSA/VEBA will be at the expense of the member.

25.2 Dental Plan

The City will pay for a dental plan which covers the employee and all of the employee's eligible dependents.

25.3 Vision Plan

Vision benefits are included through the LEOFF Health and Welfare Trust 6B Plan. The cost of the City's vision insurance plan will be part of the cost of medical coverage used in [Appendix "B"](#).

25.4 Life and Accidental Death & Dismemberment Insurance

The City will maintain basic Life and Accidental Death & Dismemberment ("AD&D") policies which provide an employee death benefit equal to two (2) times an employee's annual base salary, and a nominal basic life insurance benefit for spouse and child/ren. The City shall offer an employee paid supplemental life and AD&D benefit.

25.5 Post-Employment Health Program

During discussions for contracts effective in 2003, the City offered all bargaining units an irrevocable and one time opportunity to fund a post-employment health program. In lieu of participation and the long term funding requirements for this new benefit program, IAFF Local 1052 elected to take additional wages. As a result, it is understood that IAFF Local 1052 members are not, nor shall at any time in the future be, eligible to participate in the City's post-employment health benefit program.

ARTICLE 26 – PRODUCTIVITY

26.1 The City and the Union shall work together to meet the production requirements of the Fire & Emergency Services Department to provide the public with efficient and courteous service, to encourage good attendance of employees on regular duty; and to promote a climate of labor relations that will aid in achieving a high level of efficiency in the Department.

ARTICLE 27 -- NOTIFICATION OF ABSENCE

27.1 Employees not able to report for duty at the beginning of a scheduled shift or shifts for reasons of sickness, disability, or other unscheduled absence causes, shall notify the on-duty shift supervisor prior to 0730-0700 on the date of the scheduled work shift or shifts.

27.2 Employees may be excused from multiple notifications if the absence is known or expected to extend beyond the initial shift. Should circumstances preclude or inhibit an employee's ability to make notification of absence prior to 0730-0700, the employee shall make such notification as soon as reasonably possible to do so.

27.3 40-hour week employees not able to report for duty at the beginning of a scheduled shift for reasons of sickness, disability, or other unscheduled absence causes shall, prior to 07:00, notify the Chief or their designee by phone (cellphone). Should circumstances preclude or inhibit an employee's ability to make notification of absence prior to 0700, the employee shall make such notification as soon as reasonably possible to do so.

ARTICLE 28 -- MEDICAL CERTIFICATION/RECERTIFICATION AND TRAINING

~~Battalion Chiefs eligible for EMT basic pay with proper certification will receive \$35.00 per month per Appendix "A".~~ The current employees with paramedic certification will continue to receive paramedic pay consistent with Appendix "A", provided the employees maintain proper certification.

The City shall pay off-duty paramedics and paramedic students overtime to attend live Ongoing Training and Education Program ("OTEP") and Medical Program Director ("MPD") meetings up to a maximum of eighteen (18) annually. Paramedics shall be paid for required training to maintain certifications (ACLS, PALS, Comprehensive Airway Management, and Advanced Airway Course).

ARTICLE 29 -- TERMS OF SUCCESSORSHIP

29.1 This Agreement shall be binding upon the successors and assigns of the parties hereto, and no provisions, terms, or obligations herein contained shall be affected, modified, altered, or changed in any respect whatsoever by the consolidation, merger, annexation, transfer, or assignment of either party hereto; or affected, modification, altered, or changed in any respect whatsoever by any change of any kind of the ownership or management of either party hereto; or by the change geographically or otherwise in the location or place of business of either party hereto.

ARTICLE 30 -- PROBATIONARY PERIOD

30.1 Newly promoted Battalion Chiefs shall serve a twelve (12) continuous month probationary period. If the six (6) month appraisal is satisfactory, the officer will receive a merit increase to the next higher step. Probationary employees who take any type of continuous paid or unpaid leave greater than ninety (90) calendar days during their probationary period shall have their probation extended for the same number of calendar days the employee was on leave, for each 90-day or greater leave period.

ARTICLE 31 -- TERM OF AGREEMENT

31.1 This Agreement shall be for a term of one year commencing January 1, 2023, through December 31, 2025.

ARTICLE 32 -- SAVINGS CLAUSE

32.1 If any provision of this Agreement or the application of such provision should be rendered or declared invalid by any court action or by reason of any existing or subsequently enacted legislation, the remaining parts or portion of this Agreement shall remain in full force and effect.

ARTICLE 33 -- LONGEVITY PAY

33.1 Members of the bargaining unit that have completed twenty-five (25) years of service with the City shall receive longevity pay equal to five percent (5%) of their base pay.

ARTICLE 34 -- HAZARDOUS MATERIALS TEAM

34.1 The City agrees to pay for one (1) bargaining unit member specialty pay for leadership on the Tri-County Hazardous Materials Response Team ("HMRT"). Such pay shall be equal to three and one-half percent (3.5%) of top step Firefighter pay per month starting the date the Director assigns the BC to the HMRT team. The BC shall play a leadership, liaison, and

coordinator role on the team, though may elect to participate in various training required of regular team members selected from the Rank and File Unit.

342 When there is no BC member on the HMRT, the City shall post a notification of an opening for a period of two (2) weeks (14 calendar days). A BC shall be selected from applications received by the Director, who shall determine the manner of the application and related materials to be submitted. Selection of a Battalion Chief shall be at the sole discretion of the Director.

343 The selected BC shall remain on the HMRT for a minimum of two (2) years. The BC may be removed from the team if a problem or condition occurs, at the discretion of the Director. A BC may resign from the team prior to two years of membership by notifying the Director in writing. Should the City withdraw from participation on the HMRT and cease to provide that service, then the BC shall cease to receive the additional pay for membership on this team.

344 Off-duty BC team members shall be paid at their regular overtime rate of pay for the following items:

- a) All emergency response time;
- b) Required HMRT meetings;
- c) All required training time (drills and classes).

An on-duty BC of the HRMT shall be replaced as needed for required meetings and required training. Said training and meetings shall not impact other BC bargaining unit member's rights to use their leaves (including moving of Kelly Days).

345 The responsibility and authority for the operation of the HMRT, including policies and procedures, rests solely with the Board of Directors.

346 If significant changes to the related conditions or procedures are proposed or enacted, this Article will be reopened at the request of either the City or the Union to negotiate the impact of such changes.

ARTICLE 35 -- AGREEMENT TO BARGAIN

35.1 Nothing in this agreement is to be considered as a waiver by the Union of their rights to request and require bargaining on any changes initiated by the Employer, which impact hours, wages, or working conditions.

ARTICLE 36 -- GROOMING STANDARDS

- 36.1 The uniformed members of the Richland Fire & Emergency Services Department will maintain a standard of grooming and a reasonable uniformity of appearance, as defined in the Department policy. The policy addresses both safety standards as well as ensuring employees impart to the public we serve an image of competence, efficiency and pride in the City and the Department. The policy shall ensure employees are groomed in such a way as to inspire confidence by the public.

ARTICLE 37 -- DRUG & ALCOHOL TESTING POLICY

- 37.1 Reporting to work under the influence of alcohol and/or illegal drugs, or the use, sale, or possession by an employee of illegal drugs is strictly prohibited and may result in disciplinary action, including immediate termination.

Each employee must advise the City if they are using prescription or other over-the-counter drugs they know or reasonably should know may impair their ability to perform job functions and/or operate machinery such as automobiles. Under appropriate circumstances the City may request the employee provide written medical authorization to perform various essential job functions from a physician while using such drugs.

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.

Such voluntary action must be done prior to any act or reasonable suspicion that would result in being asked to submit to discovery testing and/or disciplinary action.

It is understood between the parties that the disciplinary action referred to here in Section 37.1 of the Collective Bargaining Agreement may be termination of employment if, through the commitment of such an act as described in this Article, results in personal injury or death of a City employee or member of the general public; destruction of or damage to City equipment or property; destruction of or damage to public or private property.

Other such infractions as covered by this Article shall be dealt with in accordance with their merits.

- 37.2 Where a supervisory employee of the City has a reasonable suspicion to believe an employee is under the influence of alcohol or illegal drugs, or is using illegal drugs, the employee in

question will be asked to submit to discovery testing including, breath tests, urinalysis and/or a blood screen to identify any involvement with alcohol or illegal drugs.

An employee who refuses to submit to discovery testing for alcohol and/or illegal drugs shall be presumed to be under the influence of alcohol or an illegal drug for the purpose of administering this Article.

37.3 For the purpose of administering this Article the following definition of terms is provided:

Reasonable Suspicion:

Reasonable Suspicion is based on specific objective facts and reasonable inferences from those facts in the light of experience, that discovery testing will produce evidence of illegal drug or improper alcohol use by that particular employee.

Under the influence - The following cutoff levels shall be used for the initial screening of specimens to determine whether they are negative for these drugs or classes of drugs. All cutoff concentrations are expressed in nanograms per milliliter (ng/mL).

DEPARTMENT OF TRANSPORTATION STANDARDS - 49 CFR PART 40 §40.87		
Type of Drug or Metabolite	Initial Test	Confirmation Test
Marijuana metabolites Delta-9-tetrahydrocannabinol-9-carboxylic acid (TCHC)	50	15
Cocaine metabolites Benzoyllecgonine	150	100
Opiate metabolites Codeine/Morphine Codeine Morphine	2000	2000 2000
6-Acetylmorphine	10	10
Phencyclidine (PCP)	25	25
Amphetamines – AMP/MAMP Amphetamine (AMP) Methamphetamine (MAMP)	500	250 250 (specimen must also contain at least 100 ng/ML of amphetamine)
Methylenedioxymethamphetamine (MDMA) Methylenedioxyamphetamine (MDA) Methylenedioxyethylamphetamine (MDEA)	500	250 250

Level of the positive result for ethyl alcohol 0.04 gr/dl

Illegal Drugs - are defined as all forms of narcotics, depressants, stimulants, hallucinogens, and cannabis, which sale, purchase, transfer, or unauthorized use or possession is prohibited by law.

Over-the-Counter Drugs - are those which are generally available without a prescription and are limited to those drugs which are capable of impairing the judgment of an employee to safely perform the employee's duties.

Prescription Drugs - are defined as those drugs, which are used in the course of medical treatment and have been prescribed and authorized for use by a licensed practitioner/physician or dentist.

37.4 If an employee is required to submit to a drug test, the following procedure shall be followed:

- 1) The employee shall be given an opportunity to confer with a Union representative if one is readily available and the employee has requested said conference.
- 2) The employee shall be given an opportunity to explain the reasons for the employee's condition, such as reaction to a prescribed drug, fatigue, exposure to toxic substances, or any other reasons known to employee to the test administrator. The City and a Union representative may be present during this discussion.
- 3) The City may request urine and/or blood samples.
- 4) Urine and blood samples shall be collected at a local laboratory, hospital or medical facility. The City shall transport the employee to the collection site. The City and/or Union representative may be allowed to accompany the employee to the collection site and observe the bottling and sealing of the specimen. The employee shall not be observed by the City when the urine specimen is given.
- 5) All specimen containers and vials and bags used to transport the specimen shall be sealed to safeguard their integrity, in the presence of the City, employee and the Union representative and proper chain-of-custody procedures shall be followed.
- 6) The drug tests of the specimen shall be conducted by the PAML Laboratory in Spokane, Washington.
- 7) If a specimen tests positive in an immunoassay screen test, the results must be confirmed by a gas chromatography/mass spectrometry tests. The specimen must show

positive results on the GC/MS (gas chromatography/mass spectrometry) confirmatory test to be considered positive.

- 8) At the employee's or the Union's option, a sample of the specimen may be requisitioned and sent to a laboratory chosen by the Union for testing. The cost of this test will be paid by the Union or the employee. Failure to exercise this option may not be considered as evidence in an arbitration or other proceeding concerning the drug test or its consequences. The results of this second test shall be provided to the City.
 - 9) The City, the employee and the Union shall be informed of the results of all tests, and provided with all documentation regarding the tests as soon as the test results are available by the Medical Review Officer (MRO).
- 37.5 The Medical Review Officer shall be chosen and agreed upon between the City and the Union. The role of the MRO will be to review, interpret and confirm positive test results and communicate the results as previously specified. The MRO shall review all pertinent medical records made available by the tested employee when a confirmed positive test could have resulted from legally prescribed medication.
- 37.6 If the results of the drug test are positive, and support a conclusion that the employee used an illegal drug, or reported to work while under the influence of alcohol, the employee may be subject to discipline including immediate discharge.
- 37.7 The employee has the right to challenge any discipline imposed in the same manner that the employee may grieve another Employee action.
- 37.8 Changes to this Article regarding applicable statutes and DOT standards pertaining to substance abuse and a drug free workplace will be addressed in labor management.

ARTICLE 38 -- TECHNICAL RESCUE TEAM

- 38.1 The City agrees to pay specialty pay for one (1) bargaining unit member's participation on the Technical Rescue Team ("TRT"). Such pay shall be equal to three and one-half percent (3.5%) of top step Firefighter pay per month. The Director assigns the BC to the TRT. The BC shall play a leadership, liaison, and coordinator role on the team, though may elect to participate in various training required of regular team members.
- 38.2 When there is no BC member on the TRT, the City shall post an opening for a minimum of two weeks (fourteen (14) calendar days). A BC shall be selected from applications received by the Director. Selection of a BC shall be at the sole discretion of the Director.
- 38.3 The selected BC shall remain on the TRT for a minimum of two (2) years. The BC may be removed from the team if a problem or condition occurs, at the discretion of the Director.

38.4 A BC may resign from the TRT prior to two (2) years of membership by notifying the Director in writing. Should the City withdraw from participation in the TRT and cease to provide that service, then the BC shall cease to receive the additional pay for membership on this team.

38.5 Off-duty BC team members shall be paid at their regular overtime rate of pay for the following items:

- a) All emergency response time;
- b) Required TRT meetings;
- c) All required training time (drills and classes).

An on-duty BC of the TRT shall be replaced as needed for required meetings and required training. Said training and meetings shall not impact other bargaining unit member's rights to use their leaves (including moving of Kelly Days).

38.6 TRT operational and training policies and procedures will be developed by the Department with input from TRT members.

38.7 The BC on the TRT shall instruct non team member BCs on technical rescue issues on an as needed basis. Should this occur off duty then the team member shall be compensated at the applicable overtime rate.

ARTICLE 39 -- DEFERRED COMPENSATION

In accordance with the City's plan document and limitations of federal law, regular full and part-time employees are eligible to voluntarily participate in the City's Internal Revenue Code ("IRC") Section 457 plan or the IAFF-FF Section 457 plan.

The City shall match employee contributions in deferred compensation up to four percent (4%) of the rate of pay of the Battalion Chief or based on Appendix "A" only for the first fifteen (15) years of continuous City service. After fifteen (15) years of service, the City shall continue to pay the four percent (4%) to deferred compensation with no match required from the employee.

Employees may select either the City's 457 plan or the IAFF-FC Section 457 plan during the City's open enrollment period each year.

ARTICLE 40 -- WSCFF MEDICAL EXPENSE REIMBURSEMENT PLAN

40.1 The City shall contribute \$75 per month, per BC bargaining unit member to the Washington State Council of Firefighters Medical Expense Reimbursement Plan ("MERP").

40.2 ~~The maximum contribution by the City is fixed at \$75 per month per BC bargaining unit member, and shall not increase at any time.~~

- 40.3 The Union and the Employees agree to hold the Employer harmless and indemnify the Employer from any and all liability, claims, demands, lawsuits, and/or losses, damage, or injury to persons or property, of whatsoever kind, arising from and in any way related to the implementation and administration of the MERP. The Union and Employees, shall be one hundred percent (100%) liable for any and all liabilities inclusive of any federal, state, or local agency determination regarding any liabilities that arise out of the MERP. The Union and Employees shall be liable for any and all tax penalties, as well as any other liabilities arising out of the implementation and administration of the MERP.
- 40.4 Under no circumstances whatsoever will the Employer be liable for direct pay any MERP benefit to the employees and/or retired employees and/or their beneficiaries.

ARTICLE 41 -- PERSONNEL RECORDS

Human Resources shall maintain a complete personnel file on each employee. Employees may review this file by setting up an appointment with a member of the Human Resources staff.

~~ARTICLE 42 -- NO SMOKING~~

~~It is understood that the parties (the City of Richland and IAFF Local 1052 BC) have reached an agreement concerning the application of R.M.C. sections 2.58.010 through 2.58.060. The terms of this agreement are as follows:~~

~~a) Except as delineated below, use of tobacco products in municipally owned buildings and vehicles shall be governed by City code, provided that restrictions in the City Code are not applicable to the use of smokeless tobacco products.~~

~~b) IAFF Local 1052 BC shall be responsible for supplying and maintaining appropriate receptacles for disposal of smoked and smokeless tobacco product waste.~~

ARTICLE ~~42~~²³ -- WELLNESS/FITNESS PROGRAM

The City and Union agree to work toward a Wellness/Fitness Program with the IAFF/IAFC Initiative being the template and ultimate goal.

APPENDIX A

2023-2025 CLASSIFICATIONS & WAGES

Effective the 1st payroll period of the 2023 payroll year (December 19, 2022), the wage/steps of Battalion Chiefs, and thus their wage schedule, shall be increased to the amounts that are set forth below, so that the differential between the base wages/steps of BC-EMT's and Capt.-EMT's shall be 11.5%

<u>Position</u>	<u>E</u>	<u>F</u>
<u>Battalion Chief (24 hour)</u>	<u>\$10,765.00</u>	<u>\$11,245.00</u>
<u>Battalion Chief (40 hour)</u>	<u>\$11,842.00</u>	<u>\$12,369.00</u>

Effective the 1st payroll period of the 2024 payroll year (December 18, 2023), the base wages/steps of Battalion Chiefs shall be increased by 4.0% in order to maintain an 11.5% differential with the base wages/steps of Capt. EMT's.

<u>Position</u>	<u>E</u>	<u>F</u>
<u>Battalion Chief (24 hour)</u>	<u>\$11,192.00</u>	<u>\$11,692.00</u>
<u>Battalion Chief (40 hour)</u>	<u>\$12,312.00</u>	<u>\$12,861.00</u>

Effective July 1, 2024, the base wages/steps of Battalion Chiefs shall be increased by 1.0% in order to maintain an 11.5% differential with the base wages/steps of Capt. EMT's.

<u>Position</u>	<u>E</u>	<u>F</u>
<u>Battalion Chief (24 hour)</u>	<u>\$11,305.00</u>	<u>\$11,809.00</u>
<u>Battalion Chief (40 hour)</u>	<u>\$12,435.00</u>	<u>\$12,990.00</u>

Effective the 1st payroll period of the 2025 payroll year (December 16, 2024), the base wages/steps of Battalion Chiefs shall be increased by 2.5% in order to maintain an 11.5% differential with the base wages/steps of Capt. EMT's.

<u>Position</u>	<u>E</u>	<u>F</u>
<u>Battalion Chief (24 hour)</u>	<u>\$11,587.00</u>	<u>\$12,104.00</u>
<u>Battalion Chief (40 hour)</u>	<u>\$12,746.00</u>	<u>\$13,315.00</u>

Effective July 1, 2025, the base wages/steps of Battalion Chiefs shall be increased by 2.0% in order to maintain an 11.5% differential with the base wages/steps of Capt. EMT's.

<u>Position</u>	<u>E</u>	<u>F</u>
<u>Battalion Chief (24 hour)</u>	<u>\$11,819.00</u>	<u>\$12,346.00</u>
<u>Battalion Chief (40 hour)</u>	<u>\$13,001.00</u>	<u>\$13,581.00</u>

Medical Position Pays:

EMT—Add \$35 per month to above rate

P-1 ___ Add 6% of top Firefighter to above rate

P-2 Paramedic – Add 12% of top Firefighter EMT pay to above rate

DRAFT

APPENDIX B

LEOFF TRUST CONTRIBUTION CALCULATIONS

The Intent of the document is to align the contribution to IAFF R&F/BC employees so that it is comparable to the benefit provided to Police Guild employees.

DEFINITIONS

Census Data: The total annual number of IAFF R&F/BC members as of October 31st of each year, and broken out into tiers, where applicable. Census data will only be calculated annually on October 31st for purpose of this calculation, and we must have the LEOFF Plan B Trust Rates.

Maximum Available Benefit: The maximum contribution the City shall pay for Police Guild employees.

Premium (Payroll Contributions): The final monthly cost an IAFF R&F/BC employee will pay for benefits provided.

Total Monthly Benefit Costs: The combination of City and Trust benefit costs provided to IAFF R&F/BC employees.

Tiered Structure: A tier may be comprised of Employee only or a combination of Employee plus dependents (spouse, child or children).

CALCULATION OF PREMIUM

For the purpose of calculating LEOFF Trust (Trust) Contributions for IAFF R&F/BC's benefit premiums, the following guidelines will apply:

- I. The City of Richland (City), shall determine the annual rates for Police Guild employees, prior to the Open Enrollment period designated by the City.
- II. Contributions for IAFF R&F/BC's benefits shall be calculated using the City's Tiered Structure. Due to different tier levels between the City and the Trust, the City shall combine the following Trust Tiers: Employee & Child and Employee & Children, and Employee, Spouse & Child and Employee, Spouse & Children into the comparable City Tier Structure.
 - a. Should City Tiers change over time, then the Trust Tiers shall be realigned to the new comparable City Tier Structure for calculation purposes.

- b. Should the City add an additional plan in which a Police Guild employee could elect, the IAFF R&F/BC's premium calculation will be based on the City's lowest deductible health plan.
- c. Should the City impose a cost share premium for the dental or vision benefits to Police Guild employees, then the IAFF R&F/BC's premium calculation will also be based on this change.

III. The City shall use the census data of IAFF R&F/BC's as of October 31st of each year to determine the following year's premium contribution. Premium contributions shall be determined using the City's Benefit Rate Sheet (Rate Sheet) in use at the time, and based on the following:

- a. The City shall input the new IAFF R&F/BC's census data into the appropriate Tiers on the Rate Sheet; and
- b. The City shall input the new monthly City Tiered rates into the Rate Sheet; and
- c. The City shall calculate the Maximum Available Benefit for IAFF R&F/BC's by multiplying the census data against the monthly City tiered rates for medical and vision; and
- d. The City shall input the new monthly Plan B Trust Tiered rates provided by the Trust into the Rate Sheet; and
- e. The City shall calculate the Total Monthly Benefit Costs by aggregating the following:
 - i. Multiply the census data against the monthly Trust rates based on the medical/vision Trust tiers; and
 - ii. Calculate the monthly HRA/VEBA administrative costs; and
 - iii. Calculate the monthly HRA City contributions by tier. If an employee separates City service, the month in which they separate service will be prorated and no additional HRA contributions will be made. Additionally, this will not affect or change the census data; and
 - iv. Deduct the 1.75% F Step contributions.
- f. The final IAFF R&F/BC's monthly employee premium contribution, shall be calculated annually as follows:
 - i. The City shall take the difference between the Total Monthly Benefit Costs and the Maximum Available Benefit divided by the total number of members in the census data.
 - ii. If the Maximum Available Benefit exceeds the Total Monthly Benefit Costs, the IAFF R&F/BC's monthly employee premiums shall be set at \$0. Any savings illustrated by the annual calculation of costs for the coming year will not affect a reduction in contributions. At no time will a credit be paid out to IAFF R&F/BC employees. Additionally, at no time, shall the City pay more contributions to IAFF R&F/BC employees than Police Guild employees.

iii. The minimum contribution of 1.75% of F Step Firefighter will be added to the premium calculation in 111.f.ii, to determine the final monthly premium for employees with dependents. The final monthly premium for employee w/o dependents will also be calculated from 111.f.ii.

IV. IAFF R&F/BC employee premiums will be divided and deducted from their paychecks on the first and second payroll periods of the month. No premiums will be deducted from the third paycheck in months in which there are three payroll periods.

V. If the Police Guild transitions away from the City's offered insurance option(s), the City and the Union will open the Agreement to bargain the terms in this Appendix, including other potential comparator bargaining unit(s).

****SAMPLE****

**COMPARATIVE COST EQUATION VS. LEOFF TRUST COST
FOR 2023 Based on 2022 Contract & MOU**

**Data is based on 10/28/22 Census, 2022 F Step rate,
and LEOFF Trust rate increase of 1.5%**

2023 CITY PREMIUM CONTRIBUTIONS (POLICE GUILD)	CITY TIERED RATES	CENSUS	MONTHLY TOTALS
EE Only	\$1,074.09	8	\$8,592.72
EE Plus Spouse	\$1,589.84	15	\$23,847.60
EE Plus Child / Children	\$1,397.26	3	\$4,191.78
EE Plus Spouse Plus Child / Children	\$1,944.55	47	\$91,393.85
		SUB TOTAL	\$128,025.95
Monthly Vision Costs	\$20.91	73	\$1,526.43
		TOTAL	\$129,552.38
LEOFF TRUST PREMIUM 2023 - RENEWAL RATES Change in rates from 2022 (1.5%)	TRUST TIERED RATES	CENSUS	MONTHLY TOTALS
Employee, Spouse, Child	\$1,894.52	16	\$30,312.32
Employee, Spouse, Children	\$2,120.02	31	\$65,720.62
Employee only	\$687.89	8	\$5,503.12
Employee plus Spouse	\$1,465.98	15	\$21,989.70
Employee plus Child	\$1,116.43	2	\$2,232.86
Employee plus Children	\$1,341.94	1	\$1,341.94
			\$127,100.56
CITY CONTRIBUTIONS TO HRA		CENSUS	
HRA Renewal Admin Cost \$250.00/12	\$20.83		\$20.83
Plus HRA Monthly Admin	\$5.25 pppm	73	\$383.25
Plus HRA Monthly Contribution by City			
EE Only \$2250.00 / 12	\$187.50	8	\$1,500.00
EE Plus Family \$4500.00 / 12	\$375.00	65	\$24,375.00
SUB TOTAL			\$153,379.64
EMPLOYEE CONTRIBUTIONS PER CBA		CENSUS	
Employee Only Tier (no additional contribution)	\$0.00	8	\$0.00
Employee + Dependents contribute 1.75% of 2022 F Step (2022 F Step = \$7,518 per month*)	\$131.57	65	\$8,552.05
MAXIMUM AVAILABLE BENEFIT MONTHLY (ABOVE)			\$129,552.38
TOTAL MONTHLY BENEFIT COSTS (ABOVE)			\$144,827.59
DIFFERENCE THAT ALL EMPLOYEES MUST SHARE (Divided by 73)	\$209.25		\$15,275.21
MAXIMUM AVAILABLE BENEFIT ANNUALIZED			\$1,554,628.56
TOTAL MONTHLY BENEFIT COSTS ANNUALIZED			\$1,737,931.08
ANNUAL DIFFERENCE THAT ALL EMPLOYEES MUST SHARE			\$183,302.52
	Additional per EE per Month Divided by 73 Employees		\$209.25 \$209.25
Rounded for Each payroll Contribution 2023 No Dependents	\$104.62		\$209.25
*Rounded for Each payroll Contribution 2023 W/Dependents (With Dependents rate includes 1.75% of F step)	\$170.41		\$340.82

LEOFF TRUST CONTRIBUTION ANALYSIS

Definitions:

1. **Scheduled Contribution by Agreement** — 1.75% of F step rate of Firefighter / EMT monthly base salary.

~~II. **Comparative Cost Analysis** — Comparison of City Self-Insured Medical and Vision costs to LEOFF Trust and HRA costs for bargaining unit members based on same census and calculated annually at renewal.~~

~~III. **Self-Insured Cost Calculation — City** — Self-Insured Medical composite rate plus the maximum liability change as calculated by Conover Insurance plus the composite Vision premium. Calculation to be based on City's lowest deductible health plan.~~

~~IV. **Adjusted Contribution** — LEOFF Trust and HRA expected expenses that exceed the City self-insured cost calculation by comparative cost analysis would be distributed among IAFF members as additional bi-weekly payroll deductions.~~

~~1. Any savings illustrated by the annual evaluation of costs for the coming year will not affect a reduction in contributions below the bargaining unit agreement and will not carry over from year to year.~~

EXAMPLE OF COMPARATIVE COST EQUATION VS. LEOFF TRUST COST			
FOR ANALYSIS # 1	FOR ILLUSTRATION ONLY		
City Self-Insured Monthly- HYPOTHETICAL COMPOSITE RATE	\$1,500.00	Employee- Count	MONTHLY TOTALS
Conover Benefits, Inc. % of change in the Fixed + Maximum Liability from 2011 to 2012 Based on HYPOTHETICAL RENEWAL PROPOSAL	4.00%		
COMPARATIVE COST	\$1,560.00	53	\$82,680.00
Plus Monthly Vision Costs	\$21.03	53	\$1,114.59
SUB TOTAL			\$83,794.59
Minus Monthly Tiered Contributions			
EE Only	\$90.00	5	\$450.00
EE Plus Spouse	\$110.00	6	\$660.00
EE Plus Child / Children	\$100.00	7	\$700.00
EE Plus Spouse Plus Child / Children	\$125.00	35	\$4,375.00
		TOTAL	\$6,185.00
TOTAL MONTHLY COST			\$77,609.59
LEOFF TRUST PREMIUM 2012 – NEW RATE STRUCTURE		Estimated Census	
Employee, Spouse, Child	\$1,158.98	12	\$13,907.76
Employee, Spouse, Children	\$1,296.94	23	\$29,829.62
Employee only	\$420.82	5	\$2,104.10
Employee plus Spouse	\$896.82	6	\$5,380.92
Employee plus Child	\$682.98	3	\$2,048.94
Employee plus Children	\$820.94	4	\$3,283.76
			\$56,555.10
Plus HRA Set up \$600 / 12	\$50.00		\$50.00
Plus HRA Monthly Admin	\$5.25 pppm	53	\$278.25
Plus HRA Monthly Contribution by City			
EE Only \$2250.00 / 12	\$187.50	5	\$937.50
EE Plus Family \$4500.00 / 12	\$375.00	48	\$18,000.00
SUB TOTAL			\$75,820.85

Minus Monthly Contributions	\$0.00	5	
2011 1.75% F Step ESTIMATE	\$99.56	48	\$4,778.88
TOTAL MONTHLY COST			\$71,041.97
City Self Insured Plan MONTHLY			\$77,609.59
LEOFF Trust MONTHLY			\$71,041.97
MONTHLY DIFFERENCE			-\$6,567.62
City Self Insured Plan ANNUAL			\$931,315.08
LEOFF Trust ANNUAL		Minus	\$852,503.64
ANNUAL DIFFERENCE	(- SAVINGS)		\$78,811.44

EXAMPLE OF COMPARATIVE COST EQUATION VS. LEOFF TRUST COST

FOR ANALYSIS # 2		FOR ILLUSTRATION ONLY	
City Self-Insured Monthly- HYPOTHETICAL COMPOSITE RATE	\$1,400.00	Employee- Count	MONTHLY TOTALS
Conover Benefits, Inc. % of change in the Fixed + Maximum Liability from 2011 to 2012 Based on HYPOTHETICAL RENEWAL PROPOSAL	0.50%		
COMPARATIVE COST	\$1,407.00	53	\$74,571.00
Plus Monthly Vision Costs	\$21.03	53	\$1,114.59
SUB-TOTAL			\$75,685.59
Minus Monthly Tiered Contributions			
EE Only	\$90.00	5	\$450.00
EE Plus Spouse	\$110.00	6	\$660.00
EE Plus Child / Children	\$100.00	7	\$700.00
EE Plus Spouse Plus Child / Children	\$125.00	35	\$4,375.00
		TOTAL	\$6,185.00
TOTAL MONTHLY COST			\$69,500.59
LEOFF TRUST PREMIUM 2012 - NEW RATE STRUCTURE		Estimated- Census	
Employee, Spouse, Child	\$1,158.98	12	\$13,907.76
Employee, Spouse, Children	\$1,296.94	23	\$29,829.62
Employee only	\$420.82	5	\$2,104.10
Employee plus Spouse	\$896.82	6	\$5,380.92
Employee plus Child	\$682.98	3	\$2,048.94
Employee plus Children	\$820.94	4	\$3,283.76
			\$56,555.10
Plus HRA Set up \$600 / 12	\$50.00		\$50.00
Plus HRA Monthly Admin	\$5.25 ppm	53	\$278.25
Plus HRA Monthly Contribution by City			
EE Only \$2250.00 / 12	\$187.50	5	\$937.50
EE Plus Family \$4500.00 / 12	\$375.00	48	\$18,000.00
SUB TOTAL			\$75,820.85

Minus Monthly Contributions	\$0.00	5	
2011 1.75% F Step ESTIMATE	\$99.56	48	\$4,778.88
TOTAL MONTHLY COST			\$71,041.97
City Self Insured Plan MONTHLY			\$69,500.59
LEOFF Trust MONTHLY			\$71,041.97
MONTHLY DIFFERENCE			\$1,541.38
City Self Insured Plan ANNUAL			\$834,007.08
LEOFF Trust ANNUAL		Minus	\$852,503.64
ANNUAL DIFFERENCE	Additional Cost		-\$18,496.56
Divided by 53 Members = \$29.08 per month Additional Contribution			

APPENDIX C

IAFF MOA#: 2018-01-IAFF BC

Memorandum of Agreement

Restructure of Bargaining Unit Work and Fire Department Personnel Structure

May 8, 2018

Updated November 23, 2021

The Richland Fire & Emergency Services Department ("RFD") projects continued growth necessary to serve our community over the next five (5) years and beyond. This growth potentially results in additional fire stations, greater operational leadership need, and other transitions. Also, the current Battalion Chiefs ("BCs") are all within a narrow window of projected retirements, which would result in the need for an entirely new BC team. Combined, these circumstances create the ideal opportunity to examine a restructure of RFD to maximize the effective of administrative work currently performed by BCs.

The parties recognize that transitioning bargaining unit administrative work to management is a mandatory subject of bargaining. Historically, a substantial portion of the BC unit's administrative duties were performed by unaffiliated City employees. When those unaffiliated position vacancies were not filled due to a planned restructure, the administrative work shifted to BCs. City may choose to restructure the Department to add future unaffiliated leadership position(s), and the City desires to move certain administrative work currently performed by BCs to unaffiliated management.

This MOA fully addresses the decision, impacts and effects of the unit's loss of such administrative work for the existing BCs. As identified below, the existing BCs shall receive the benefits identified herein beginning January 1, 2018, until otherwise negotiated by the parties.

During the period of this MOA, the City may choose to allow BCs, on a non-precedence-setting basis, to continue to perform the administrative work that has been assigned to management through this MOA. The City's decision to assign BCs to perform this administrative work after execution of this MOA shall rest solely and unilaterally with management, whether or not the City independently and unilaterally decides to implement changes in departmental structure creating unaffiliated leadership personnel.

Key Understandings and Parameters

1. All restructure changes are the sole and unilateral decision of the City, except transferring unit administrative work from BCs to unaffiliated position(s). It is recognized by the parties

that the City will likely need one additional FTE in a leadership role. The intent of this MOA is to add that position to unaffiliated management personnel.

Based on current workloads, there are currently no plans for reducing the number of Unit members (currently at five (5) Battalion Chiefs). It is also understood that no guarantees of future staff levels are being made through this MOA.

2. Should the City choose to employ unaffiliated management-level personnel, they will assume work of multiple areas of work currently recognized by the parties as part of Unit administrative duties, examples of which are listed below. This enables the BCs to focus more on operational matters, while remaining involved in some aspects of the administrative duties, including at the level of operational impact.
3. BC work that shall be reassigned to management includes but is not limited to:
 - a) Fire Marshal duties – it is understood that the unit will retain the Fire Marshal title and duties, and unaffiliated personnel may perform some or all of the duties without grievance or Unfair Labor Practice Charge. Oversight of the Fire Marshal shall remain outside the Unit, and it is understood that, for practical purposes, members of the Unit shall perform much of the Fire Marshal work (investigations, inspections, etc.). Further, it is understood that Rank and File personnel perform certain Fire Marshal duties, and is not impacted in any way by the transfer of work from the Unit (BCs) to management.
 - b) Oversight of the selection / assessment processes for department vacancies and special teams.
 - c) Labor relations including grievance management at the direction of the Director.
 - d) Oversight of performance management and disciplinary matters; oversight of investigations; maintenance and updating of personnel policies.
 - e) Acting Fire Chief.
 - f) Incident Command System responsibilities.
 - g) Public relations and community outreach.
 - h) Partnership and coordination with other emergency agencies related to emergency response plans.

- i) Organizational development; training and leadership development of command staff; general oversight of the training and development programs of other RFD staff.
 - j) Develop and participation in Annual Budget and Capital planning.
 - k) Analyze existing facilities, equipment and other resources and make recommendations related to long-term planning.
 - l) Liaison with other City departments, including Police, Finance, and other internal partners.
 - m) Oversight of various special projects.
4. Work in the above areas is hereafter defined, by this MOA, as unaffiliated management work. The performance of such work by individual(s) not represented by the IAFF shall not result in a grievance or an Unfair Labor Practice charge.
5. It is understood and agreed by both parties that if BCs are delegated work or participate in the execution of the above work, such work does not become work of the bargaining unit, and each instance of BCs performing such work is non-precedence setting.

Benefits in Consideration for the Transition of Work to Management

In consideration of the above transition, the Unit members shall receive the following, to be defined by the CBA, unless and until the benefits are otherwise negotiated:

Sick Leave Annual Cash Out funding VEBA Contribution

All BCs are required to participate in the annual cash out of sick leave as follows:

- i. Every December or upon retirement/separation from employment, within a payroll period defined by management, those BCs assigned to a 24-hour Shift during the designated pay period, and who have a Sick Leave balance of over 1440 hours, shall sell back 50% of the hours over 1440, to a maximum of 150 hours, which shall be placed in the members' established VEBA account.
- ii. Every December or upon retirement/separation from employment, within a payroll period defined by management, those BCs assigned to a Day Shift during the designated pay period, and who have a Sick Leave balance of over 1196 hours, shall sell back 50% of the hours over 1196, to a maximum

of 124 hours, which shall be placed in the members' established
VEBA
account.

- iii. The above maximum hours presumes the conversion method
identified in Section 23.2 has been applied.
- iv. No individual elections or opt-outs are allowed.

APPENDIX E

MEMORANDUM OF UNDERSTANDING

Between

The City of Richland

And

The International Association of Firefighters Local 1052 Battalion Chiefs

TOBACCO-FREE WORKPLACE

The International Association of Firefighters Local 1052 ("Union") enter into this Memorandum of Understanding (MOU). The City and Union are referred to herein as the "parties." The parties acknowledge the benefits of a tobacco-free workplace for overall employee health and wellness. The parties also acknowledge Unit employees were historically permitted to use non-atomizing, smokeless tobacco products ("Products"). Recognizing the need to transition over time to a completely tobacco-free workplace, the parties wish to enter into this MOU to aid in such efforts for employees hired by the City before January 1, 2023 ("Eligible Employees").

The parties agree to the following terms and conditions:

1. The use of tobacco products in City-owned or -operated facilities and vehicles shall be governed by Richland Municipal Code Sections 2.58.010 through 2.58.060, as amended, provided that restrictions in the City Code do not apply to the use of Products for Eligible Employees. Eligible Employees must supply and maintain appropriate receptacles to dispose of such Product waste.
2. The parties shall review this MOU during negotiations for each successor Collective Bargaining Agreement to determine if this MOU shall end or be extended in writing.
3. The terms of this MOU only apply to Eligible Employees.
4. Unit employees hired on or after January 1, 2023, must fully comply with the Richland Municipal Code Sections 2.58.010 through 2.58.060, as amended.
5. This MOU may be modified by the parties' mutual agreement in writing.
6. This MOU is effective upon full execution.

Signature page to follow

The parties have executed this MOU as their free and voluntary act on the dates below.

Dated this day of , 2025.

City of Richland: **IAFF Local 1052:**

Jon Amundson, ICMA-CM, City Manager Chris Denney, President, IAFF Local 1052

Tom Huntington, Fire Chief Matt Jubb, Secretary, IAFF Local 1052

Lacey Paulsen, Human Resources Director