ALL CELL PHONES AND ELECTRONIC DEVICES MUST BE TURNED OFF IN THE COUNCIL CHAMBERS

A G E N D A REEDLEY CITY COUNCIL SPECIAL MEETING

6:00 P.M.

TUESDAY, MAY 23, 2023

Meeting Held in the Council Chambers, 845 "G" Street, Reedley, California

The Council Chambers are accessible to the physically disabled. Requests for additional accommodations for the disabled, including auxiliary aids or services, should be made one week prior to the meeting by contacting the City Clerk at 637-4200 ext. 212.

Any document that is a public record and provided to a majority of the City Council regarding an open session item on the agenda will be made available for public inspection at City Hall, in the City Clerk's office, during normal business hours. In addition, such documents may be posted on the City's website.

Unless otherwise required by law to be accepted by the City at or prior to a Council meeting or hearing, no documents shall be accepted for Council review unless they are first submitted to the City Clerk by the close of business one day prior to said Council meeting/hearing at which the Council will consider the item to which the documents relate, pursuant to the adopted City Council Protocols.

The meeting will be webcast and accessed at: http://www.reedley.com/livestream.php

PLEASE SEE LAST PAGE OF AGENDA FOR ZOOM PARTICIPATION INSTRUCTIONS

Anita Betancourt, Mayor

Matthew Tuttle, Mayor Pro Tem Mary Fast, Council Member

Suzanne Byers, Council Member Scott Friesen, Council Member

MEETING CALLED TO ORDER

ROLL CALL

WORKSHOP

1. CONTINUED-FISCAL YEAR 2023-24 BUDGET - No Action to be taken

The Reedley City Budget is available on the City website: www.reedley.ca.gov

BUDGET PRESENTATIONS AND DISCUSSIONS:

- A. OPENING COMMENTS BY CITY MANAGER
- **B. PUBLIC WORKS**

- C. ENGINEERING
- D. FIRE DEPARTMENT
- E. POLICE DEPARTMENT

ADJOURNMENT

I hereby certify under penalty of perjury, under the laws of the State of California that the foregoing agenda was posted in accordance with the applicable legal requirements. Dated this 17th day of May 2023.

Ruthie Greenwood, City Clerk

Zoom Participation:

The City Council is encouraging members of the public to observe and participate in the Council meeting virtually, to maximize the safety of all meeting participants. Reasonable efforts will be made to allow written and verbal comments from participants communicating with the host of the virtual meeting. To do so, participants may "raise their hand" during public comment portions of the meeting using the electronic feature on the zoom program, and the City Clerk will inform the Mayor of the participant's desire to provide public comment. Due to the new, untested format of these meetings, the City cannot guarantee that participants who wish to provide public comment, either in writing or verbally, will occur as expected. The "chat" feature on Zoom will not be monitored or used during the meeting.

Members of the public who wish to provide written comments are encouraged to submit their comments to the City Clerk at ruthie.greenwood@reedley.ca.gov at least two (2) hours prior to the start of the meeting to ensure that the comments will be available to the City Council. Please indicate the agenda item number to which the comment pertains. Written comments that do not specify a particular agenda item will be marked for the general public comment portion of the meeting. A copy of any written comment will be provided to the City Council at the meeting. Please note that written comments received will not be read aloud during the meeting, but will be included with the meeting minutes.



PUBLIC WORKS DEPARTMENT

Budget Presentation 2023-2024

Public Works Divisions

Water

- Operates and maintains the City's 7 municipal water wells
- Maintains over 98 miles of water distribution pipeline
- Maintains over 6,000 water meters, three water treatment facilities, and three water storage towers



Parks/LLMD Maintenance

- Provides landscape, irrigation, playground and general maintenance to the City's 11 public parks and 23 LLMD zones, plus the majority of the 3.25 mile Rail to Trail parkway
- Maintains government building landscape
- Performs Graffiti abatement on public properties



Public Works Divisions

Streets Maintenance

- Maintains over 89 miles of streets and alleyways
- City public parking lots
- Over 34 miles of storm drain pipeline
- All of the City's sidewalks, curbs, gutters, signage, trees, street striping and ponding basins

Solid Waste

- Administrative oversight of the Solid Waste
 franchise agreement with Mid Valley Disposal
- Regulatory reporting and compliance

Fleet Maintenance

Manages, maintains, and repairs approximately 242
 city vehicles and various pieces of equipment



Public Works Divisions

Waste Water

- Maintains over 75 miles of sewer main pipeline
- Five sewer lift stations
- State Certified Laboratory
- A 5mgd waste water treatment plant
- 36 acres of percolation ponds



Electrical

- Maintains over 1,300 city owned streetlights, traffic signals,
 and security cameras
- Electrical needs of government buildings, generators, lift stations and booster pumps
- Waste water treatment plant and municipal water well electrical components



Department Info

42 Full time employees11 part time employees



- Oversee 31 contracts and agreements
- Provides staff oversight for the Downtown Streetscape
 Committee

FY 2023-2024

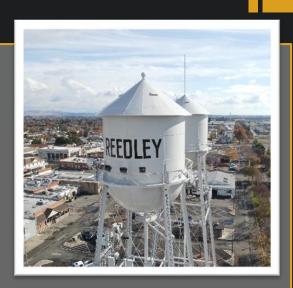
- Revenues- \$18,997,203
- Expenditures- \$16,533,246



Accomplishments

Over 125 Public Works Department Accomplishments listed in the draft budget document (Pages 156-159)

- Completed exterior restoration of Downtown Water Towers.
- Rehabilitated the Historic Gazebo at Pioneer Park.
- Completed exterior painting of Downtown Museum
- Installed new LED lights at Pioneer Park
- Completed construction of a one megawatt solar project





Accomplishments Continued...

- Planted more than 60 trees on the Rail-to-Trail.
- Rehabilitated downtown City parking lots.
- Resurfaced asphalt on Rail to Trail from Manning Ave. to Dinuba Ave.
- Cleaned and flushed 91 miles of sewer distribution pipeline.
- Completed over 500 street repair work orders.
- Completed over 400 sidewalk repairs.





Goals

Public Works Department Goals are referenced in the draft budget document (pages 161 and 162)

Highlights

- Asphalt resurfacing on the Rail to Trail from Dinuba Ave. to the Sports Park
- Replace turf areas at Dinuba and Buttonwillow roundabout.
- Install low maintenance Landscape in LLMD zones, add decorative concrete where applicable.
- Continue with expansion of the residential Slurry seal program per the City's Pavement Management Plan
- New block wall fencing and security improvements to sewer lift stations
- Plant 50 new trees on the Rail to Trail Parkway

Public Works Department goals are consistent with our Capital Outlay appropriations and our five-year Capital Improvement Plan as outlined in Section 15 of the draft budget document.



Performance Measures

Performance Measure	Performance Target	Performance Data	Target Met
Average amount of water used per resident	Decrease per capita water use by 3% annually	2021-2022: 73.61 gallons/day Target: 71.4 gallons	
Diversion of pharmaceuticals from waste stream	Divert at least 500 pounds annually	2021-2022: 919 pounds	
Crack Seal City streets to extend life of pavement	Crack Seal at least 50,000 linear ft. of roadway per year	2021-2022: 56,000 Linear feet	

Performance Measure
Climb to top o



Performance Data

Target Met

of Sports Park **Water Tower**

3 Individuals (covered by insurance) 1 Old Man

2 Gym Members









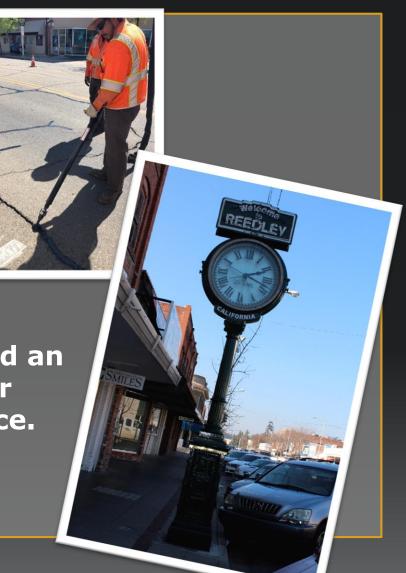
Revenue Projections

Gas Tax:

• Gas Tax revenues are beginning to level out and recover from the height of the COVID-19 pandemic but continue to be somewhat unpredictable.

Streetscape:

The committee has recommended an increase to monthly fees to cover the increased cost of maintenance.



Capital Outlay Highlights

Parks Maintenance:

Polaris Ranger EV \$20,000





Seal coat Rail-to-TrailPhase 2 \$15,000



Replace worn signage at Mueller Park \$5,000



Capital Outlay Highlights Cont...

Street Maintenance - Article 8:

 Traffic Signal Universal Power Supply Replacement \$20,000 (Manning and Columbia)



Water:

Mini Excavator and Trailer \$130,000



Capital Outlay Highlights Cont...

<u>Sewer:</u>

 New Automatic Samplers in WWTP Lab (replacing two 2009 units)\$20,000





Lift Station Enclosures and Canopies \$60,000

Replace generator at Reed Ave.
 Sewer Lift Station \$135,000



Public Works Personnel

Replace two vacant part-time parks
 maintenance positions with one full-time
 Parks Maintenance Worker 1 position.







Thank You

City of Reedley Engineering Department

Proposed Fiscal Year 2023-24 Budget Presentation



Prepared for the Reedley City Council May 23, 2023

Engineering Department Responsibilities

- City's Capital Roadway Projects
- Encroachment Permits / Inspections
- Review Development Projects / Plan Checks
- City Standards and Plans
- Topographic Mapping
- Zoning Maps, Street Maps and Utility Plats
- Landscape, Lighting and Maintenance District
- Traffic Safety Commission

Engineering Department Information

- Currently Five Full Time Employees
- Oversee all federally funded street projects
- Inspect all projects within the City's Right of Way
- Design Capital Improvement Projects
- Work closely with various agencies, contractors, developers, engineers, surveyors and other departments within the City

- Reedley Alley Paving –
 Nine Various Alleys
 (Construction)
 - Installed valley gutters, new pavement section and replaced driveway approaches as needed
 - Construction Cost = Approximately \$1,095,400 - CMAQ & Measure C



- East Avenue Heavy Rehab
 - 11th to G (Construction)
 - Grind and overlay pavement and traffic striping
 - Construction Cost =
 Approximately \$509,808 –
 Measure B & Groundwater
 Treatment



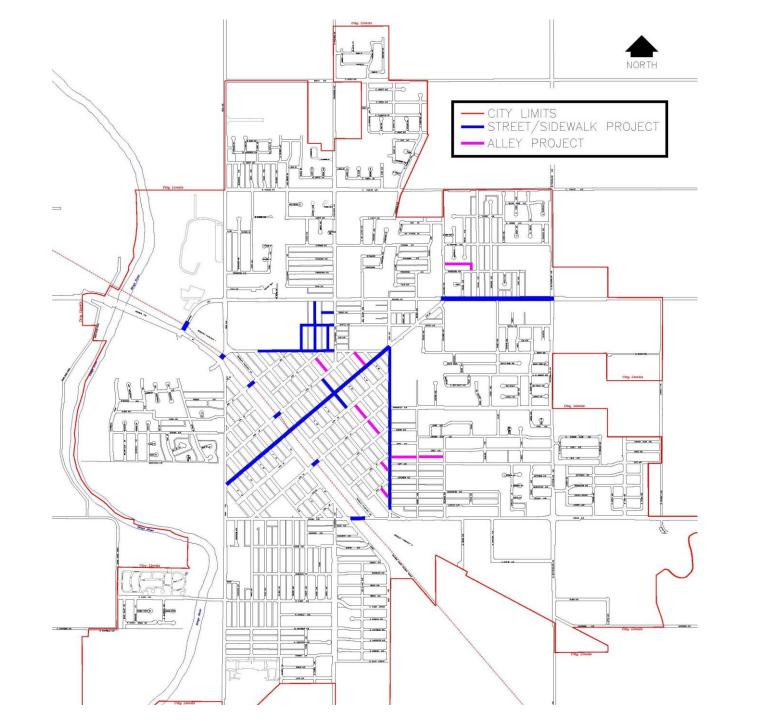
- Active Transportation and Parkway Master Plan
 - Preparation of a plan that addresses pedestrian and bicyclist needs for residents of all ages and abilities.
 - Construction Cost = Approximately \$300,000 Caltrans Sustainable
 Communities Grant

- North, Hollywood, Acacia, Birch, Myrtle and Linden (Construction)
 - Full pavement reconstruction, dig outs, grind and overlay, minor concrete improvements and traffic striping. Water main replacement/upsizing and sewer main replacement.
 - Construction Cost = Approximately \$1,720,000 Measure B, American Rescue Plan Act 2021, Sewer Capital and Water Capital/Water DIF funds
- 11th Street Improvements Reed to East (Construction)
 - Pavement dig outs, grind and overlay, curb ramp and driveway replacement, traffic loop replacement and traffic striping. Pavement improvements to six additional railroad crossings.
 - Construction Cost = Approximately \$1,459,000 SB1 and Measure C

- E Street Reconstruction 10th to 12th (Construction)
 - Full pavement reconstruction, curb ramps, driveway approaches and traffic striping
 - Construction Cost = Approximately \$580,000 CDBG
- Manning Avenue Ph. 3 Improvements Columbia to Buttonwillow (Construction)
 - Pavement dig outs, grind and overlay, curb ramp replacement, median islands, street lights, traffic loop replacement, traffic striping, and sewer main upsizing.
 - Construction Cost = Approximately \$3,110,000 STBG, Measure C and Sewer Capital/Sewer DIF

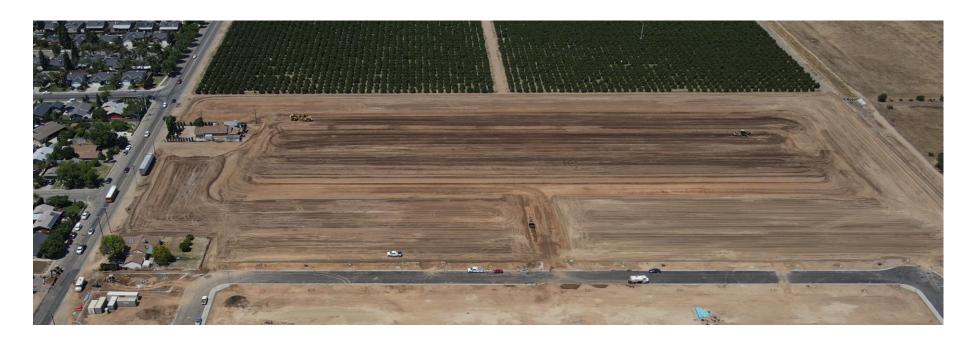
- Olson Avenue Wastewater Line Upgrade and WWTP Updates (Design/Construction)
 - Upsizing and replacement of existing 24-inch trunk main from Olson Avenue across the bridge to the WWTP and additional improvements at the WWTP
 - Construction Cost = Approximately \$3,200,000 SWRCB and Wastewater Enterprise funds
- Reed Avenue Reedley College Traffic Signal (Design)
 - Traffic signal installation, curb ramps and traffic striping.
 - Project Cost = Approximately \$600,000 Measure C, KCUSD and SCCCD funds

- Development Projects
 - Tract 6178 Ph. 1/2/3 Frankwood Commons Construction Inspection
 - Tract 6229 Ph. 1/2 Rancho Vista Construction Inspection
 - Tract 6196 Ph. 2/3 Reed/Aspen Construction Inspection
 - Tract 6267 Chateau Estates Plan/Map Review
 - Circle K on Manning Construction inspection and coordination
 - Plan reviews for multiple commercial developments
 - Prepared multiple conditions of approval for future commercial developments
 - Processed 115 Encroachment Permits in 2022



- Design, Right of Way and/or Construction
 - North Soccer Fields Sports Park (General Fund)
 - Columbia Ave Sidewalk Ann Drive to Parlier (CMAQ Grant)
 - Jefferson Elementary Safe Routes to Schools (ATP)
 - Dinuba Ave East to Buttonwillow (STBG Grant)
 - Olson Ave Kings River Road to the bridge (SB1)
 - Hope Ave Curtis to Olson (Measure C)
 - North Ave Columbia to Haney (CDBG & Measure C)
 - Frankwood Ave Dinuba to southern City Limits (STBG & Measure C)
 - Community Parkway Improvements (Measure C)
 - Reed Ave Traffic Signal (Measure C, KCUSD & SCCCD)
 - Utility Master Plan Update (Development Impact Fees)

- Project Management/Inspections
 - Multiple housing developments (subsequent phases)
 - Multiple commercial developments
 - Residential and commercial projects within the City right of way



Performance Measures

Performance Measure	Actual 2021	Actual 2022	Target 2023
Arterial Streets Pavement Condition Index	58	57	59
Collector Streets Pavement Condition Index	46	42	44
Residential Streets Pavement Condition Index	53	51	53
Alleys Pavement Condition Index	16	14	16
Installation of City Sidewalks	3,275 LF	4,735 LF	1,180 LF
Grant Reimbursement Requests	96%	99%	98%

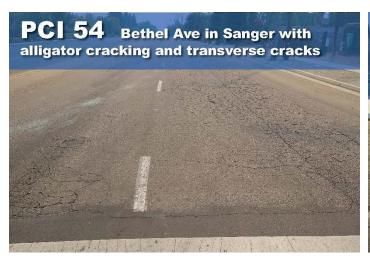
- Sidewalk installation goal of 1,000 LF per year development projects the prior calendar year and this calendar year have greatly increased that value
- Grant reimbursement request goal is to submit 95% of requests within 90 days of expenditure Construction delays / agency requirements for reimbursements cause some requests to be delayed

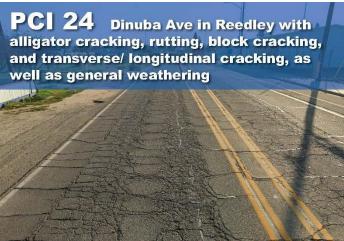
Pavement Management Overview

- City of Reedley
 Pavement
 Management Plan
 Updated in 2019
- StreetSaverPavementManagementProgram
- Pavement Condition Index (PCI)

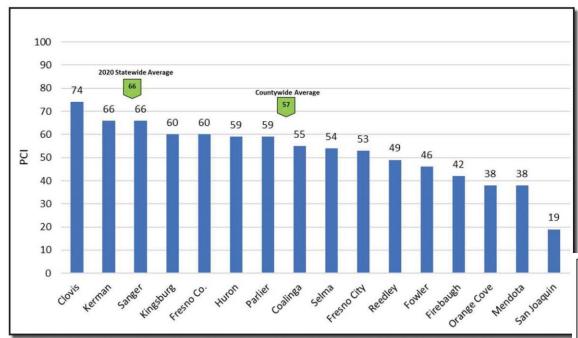






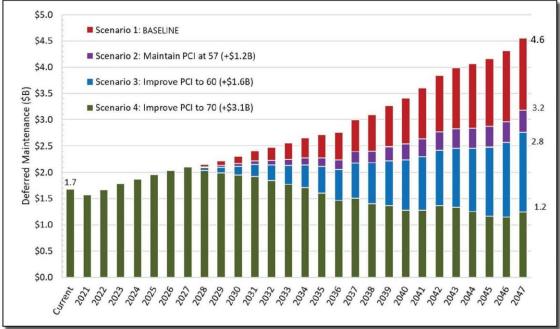


Pavement Management Overview

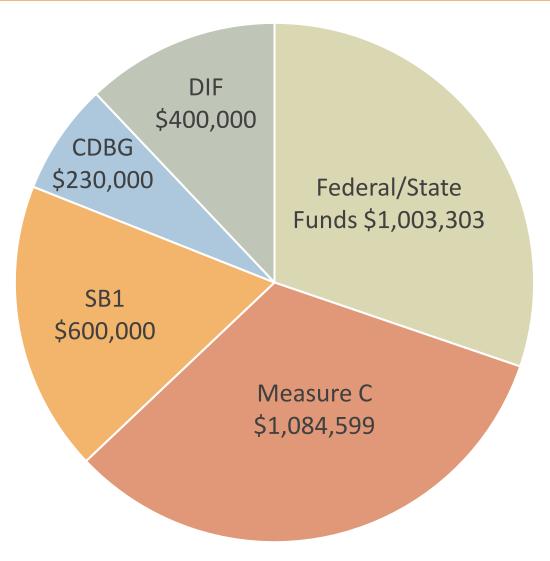


Regional Pavement Management System

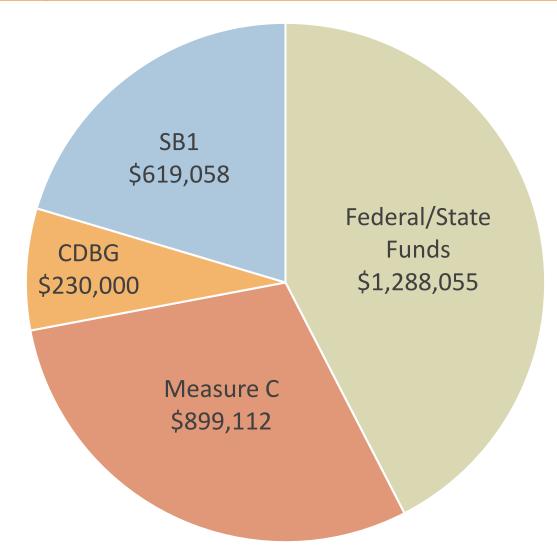
- The Fresno region maintains approximately 6,303 centerline miles of streets and roads.
- Fresno COG conducted a Multi-Jurisdictional Pavement Management System in 2019 that allows all of our member agencies to prioritize roadway improvements and better manage their roadway repair and maintenance.
- StreetSaver is a cost-effective decision-making tool that is used to implement each jurisdiction's Pavement Management Program and helps local jurisdictions:
 - · Plan and manage roadway improvement projects
 - Allocate limited pavement budgets in the most cost-effective manner
 - Document budget needs and shortfalls
 - · Predict the future condition of pavement at different levels of funding
 - Demonstrate the impacts of underfunded road programs



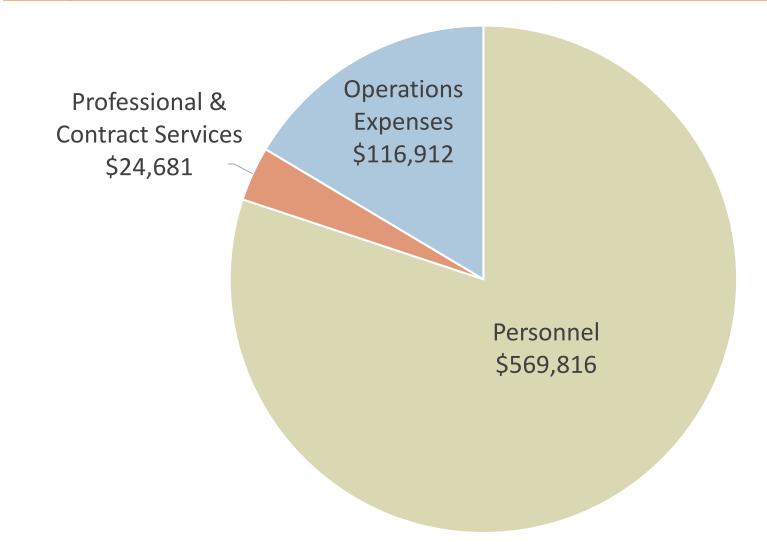
Eng. Dept. Capital Expenditures FY 23/24



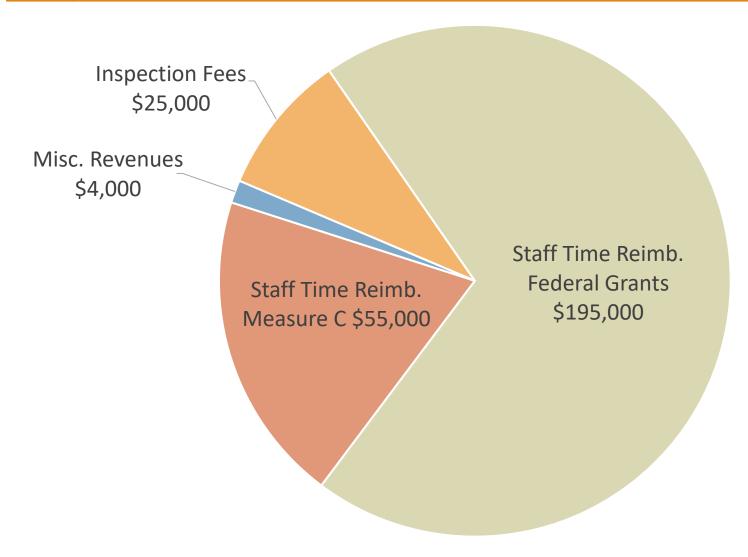
Engineering Dept. Revenues FY 23/24



Eng. Dept. Operations Expenditures FY 23/24



Eng. Dept. Operations Revenues FY 23/24



Engineering Dept. Budget Specifics FY 23/24

- No significant changes or increases in the operational funding request
- Inclusion of various software licenses for improved mapping and dataset analysis capabilities
- Decrease in consultant inspection services due to slow down in housing development and the addition of an Engineering Assistant

Engineering Department Goals FY 23/24

- Deliver all federal and grant aid projects on time and within budget
- Prepare and submit successful grant applications to fund future capital projects
- Train staff through on the job experience and local training seminars when possible
- Work with all City Departments and consultants to develop plans and projects to address the City's transportation and infrastructure needs



Thank You

REEDLEY FIRE DEPARTMENT PROPOSED BUDGET 2023/2024

DEPARTMENT OVERVIEW



Divisions of the Reedley Fire Department

FIRE AND LIFE SAFETY

MUNICIPAL CODE ENFORCEMENT



DEPARTMENT OVERVIEW

- 3 Full-time employees
 - ❖ Fire Chief
 - **❖** Battalion Chief (Funded by Measure G)
 - ❖ Life Safety / Code Officer (C.U.R.E. Program)
- 1 Part-time Office Assistant (24 hours/week)
- 1 Part-time Life Safety / Code Officer (16 hours/week, Sat-Sun)
- 38 Paid-per-Call Volunteer Firefighters
- One of the busiest volunteer fire departments in the State
- Only 5% of volunteer fire departments nationwide serve a population greater than 25,000
- ISO/Public Protection Classification Rating = 3. RFD ranks within the top 10% of all fire departments nationwide with a Class 3 rating or better.



DEPARTMENT OPERATIONS

2022

- > 147 Fire Related Calls
- > 848 Medical Calls
- 46 Hazardous Condition Calls
- ➤ 327 Other Type Calls

TOTAL INCIDENTS = 1,368

DEPARTMENT OPERATIONS

Municipal Code Compliance 2022

- Property Maintenance
- Illegal Dumping
- Weed Abatement
- Abandoned Vehicles
- Substandard Housing
- Billing Delinquencies
- Unlicensed Vendors
- Public Obstructions



CASES OPENED:

1,253

CLOSURE RATE:

91%

DEPARTMENT ACCOMPLISHMENTS

Performance Measures

Performance Measure	Actual 2021 Actual 2022		Target Met
Response Time – Meet or Exceed NFPA Standard (Under 9 minutes, 90% of the time)	6.4 Minutes	8.0 Minutes	
Staff Required to Respond – Meet or exceed NFPA Standard (15 minimum staff)	21 Personnel per call	23 Personnel per call	\bigcirc
Code Enforcement Case Closure	99%	91%	MO



Recruited and accepted ten (10) new volunteer firefighters



Responded to and remained ready to assist Local, State, and Federal government agencies on major California wildfires



Continued successful assignment with California OES Water Tender 52



Partner with Alert Medical Providers to receive continuing education credits for medical aid instruction and Emergency Medical Responder certification



Continue to implement the Instructional Services Agreement with Fresno City College (FCC) to compensate the City of Reedley for instruction of FCC-approved courses targeted to meet the educational needs and requirement of Reedley Fire Department personnel. Reedley firefighters are enrolled as students of FCC and receive credit. The City of Reedley receives compensation for each instructional hour per student.



Participate in local "Read Across America" programs at various schools



Participated in local parades and events



Coordinated the adoption of the 2022 California Building Standards Codes and the Fire Code

NEW FIRE ENGINE RECEIVED JANUARY 2023



Measure G Measure B Fire DIF



California Fire Training Symposium



Host Post 5.2 EXPLORERS

Host VROP Urban/Rura/ Firefighting Class

Reedley FD Supports Reedley College WLF Program

- RFD provides equipment and personnel to support training
- RFD recently partnered on projects to reduce vegetation along the Kings River
- RFD has several FF who have been in the WLF program





DEPARTMENT GOALS

Foster and develop
relationships with mutual
partners to provide the best
possible service and
protection to the City of
Reedley

Maintain sufficient volunteer staffing and improve response times

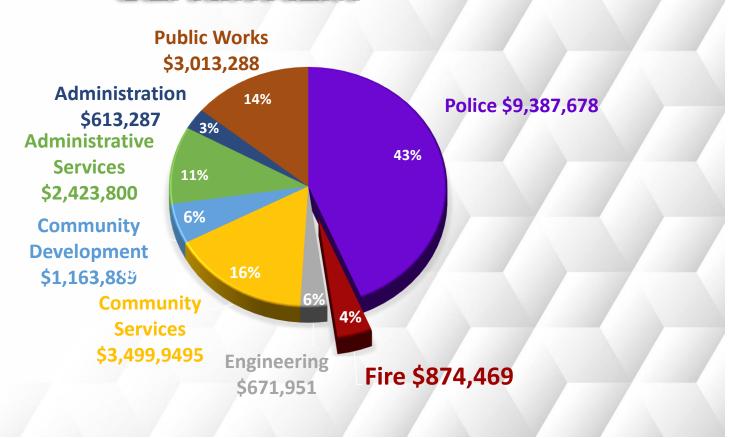
Meet and /or exceed the needs of a growing population while maintaining a volunteerbased Fire Department

Provide professional training to maximize services and response to the community

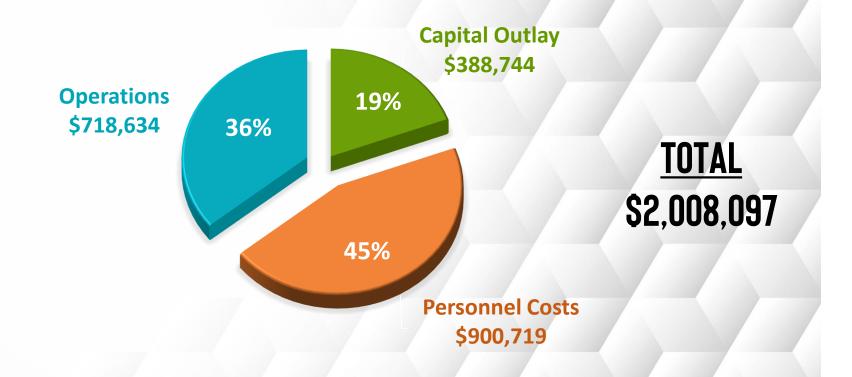
Pursue long-term or alternative funding sources with City Administration to realize strategic public safety obligations.

Pursue grant
opportunities to increase
service capabilities and
firefighter safety

2023-2024 GENERAL FUND EXPENDITURES BY DEPARTMENT



FD EXPENDITURES 2023/2024



Accounts of Interest

- 001-4300-2020 Special Supplies
 - Hardware, Batteries, Fittings, Adaptors, Fire Hose, Electrical, Water, Fire Extinguishers, Regulatory Books, Tools, etc. Items that don't fit into other expenditure categories.
- 001-4300-2250 Personal Safety Equipment

Structural Firefighting gear such as Jackets, Pants, Boots, Gloves, Helmet, Flashlight, Hood, Goggles, SCBA, Radio

Wildland Firefighting gear

Basic Structural Firefighting Gear Cost

Protective Clothing = \$4960 Tools/Equipment = \$9300 TOTAL = \$14,260

- Cal OSHA considering adoption of NFPA 1851 on the selection, care and maintenance of PPE.
- 3rd party inspection, testing and certification annually.
- Local log requirements



Wildland Firefighting Gear Cost

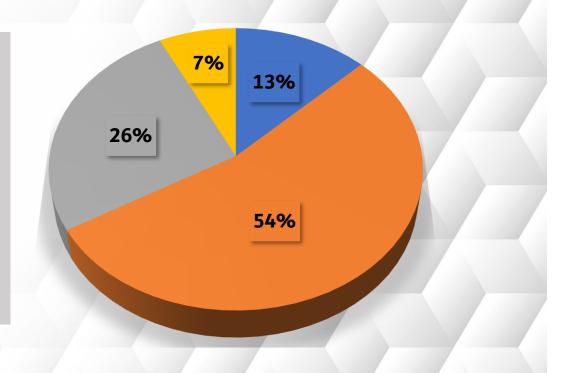
Protective Clothing = \$1,385 Tools/Equipment = \$ 1,645 TOTAL = \$3,030



DEPARTMENTAL REVENUE BY CATEGORY



- Services & Fees \$42,278
- Intergovernmental \$20,500
- Grants
 \$5,744



Measure G 2023/2024 Estimated Revenue = \$1,817,376

Fire Department Allocation @ 30% = \$545,213

Historical Review

- Over the last 15 years Measure G has generated over \$17 Million Dollars
- Reedley Fire Department has received nearly \$5.1 Million of those funds

ADD THE FULL TIME POSITION OF FIRE LIEUTENANT

Funded by Measure G (PSST)

1 FT position requested

FIRE LIEUTENANT RESPONSIBILITIES

- Daily facilities inspection/maintenance
- Daily apparatus inspections/maintenance (12 Units)
- Daily equipment and tool inspections/maintenance
- Weekly equipment/tool inventory checks
- Daily, weekly and annual equipment testing and calibrating
- Coordinate 90-day and annual apparatus inspections/pump testing
- Annual SCBA mask fit testing

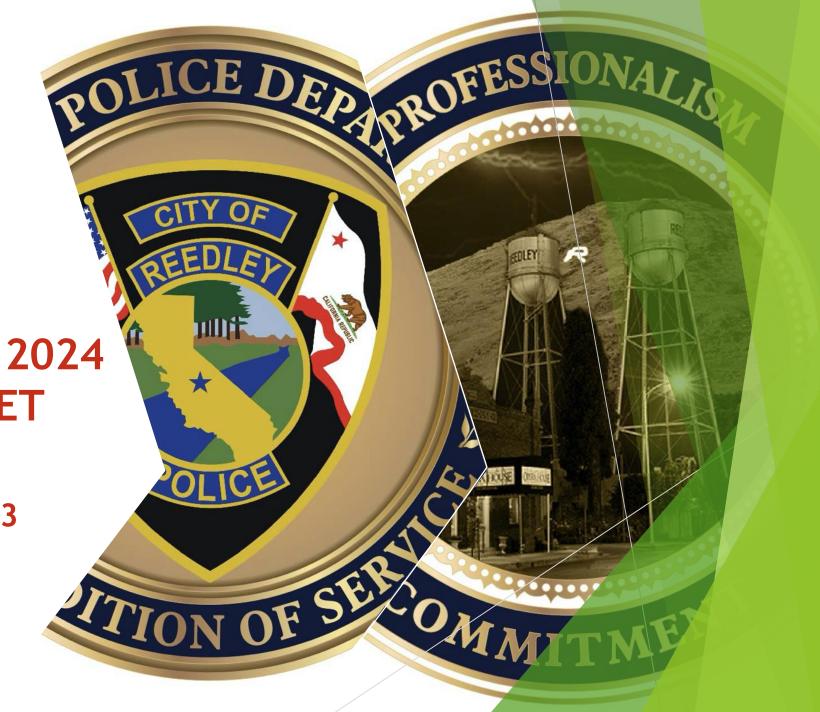
- Coordinate public outreach and education
- Fire/Rescue pre-planning
- > Fire/Life safety inspections
- > PPE inventories, inspections/data logging
- Medical supply inventories/inspections/data logging
- Provides staff support
- Respond to emergencies as needed
- > Takes command and control of incidents

Measure G Capital Projects PROPOSED 2022/2023 Carried over to 2023/2024

Cricket Hollow Storage Facility @ \$350,000 \$280,000 Measure G \$70,000 Fire DIF

Fire Department Projected Fund Balance as of 6/30/2024= \$505,630





FISCAL YEAR 2023 - 2024 PROPOSED BUDGET

H

Fiscal Year 2022-2023
Budget Review

Department Overview



Canine Unit
Field Training
Animal Control
Traffic
Special Response Team
Drone Unit

Chaplains Program

Restorative Justice

News Media Liaison

Investigations
Property & Evidence
Crime Scene Investigations
Crime Intelligence
Communications
Jail Facilities Building

Personnel Allocations as of May 23, 2023

Police Officers

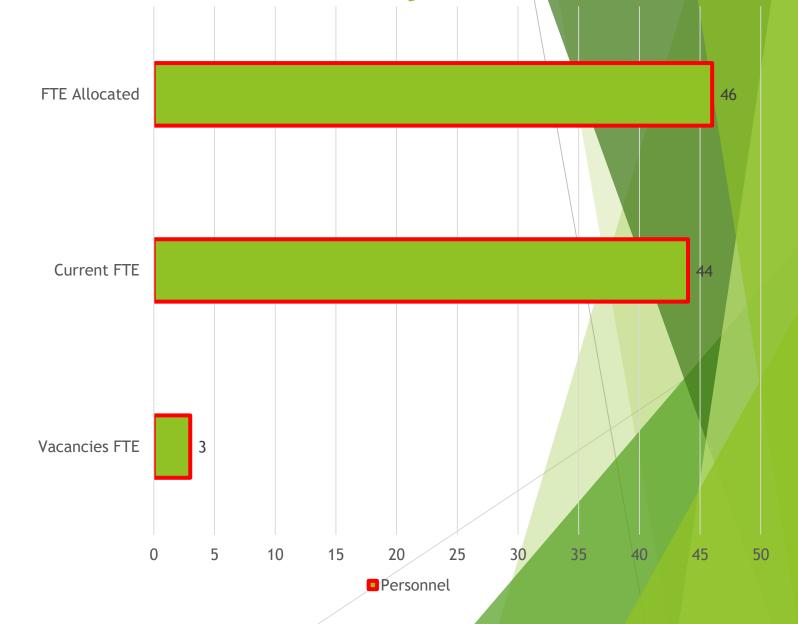
- ► Allocated (FTE) = 32
- Current (FTE) = 29
- Vacancies (FTE) = 3
- ► Allocated (PTE) = 3
- Current (PTE) = 1
- Vacancies (PTE) = 2

Professional Staff

- ► Allocated (FTE) = 15
- Current (FTE) = 15
- ► Allocated (PTE) = 4
- ► Vacancies (PTE) = 1 (PT Dispatcher)

Current Hiring Status (FTE & PTE)

- Police Officers = 7 (1 Lateral)
- Dispatchers = 2 (Reserve)



Accomplishments for FY 22-23

Administration	Operations	Support Services
RPBI Recidivism rate of 6%	Homeless Outreach	Hired 2 Dispatchers
Bullet Proof Vest Replacement Grant	Purchased 6 new police vehicles	Recruited and filled the Vacant Crime Analysis position
Grant from ABC for decoy operations	Handled over 27,000 calls for service	Successfully passed state inspection of Jail
Participation with MMC as a Board Member	Recruited and filled Vacant Police Officer positions	Coordinated with Fire and Administrative Services to erect a new radio tower
Recruited new Police Chaplain	Moved former Explorers to positions of Cadet	

Performance Measures

Performance Measure	Actual 2021	%	Actual 2022	Target for 2023
Reduce the number of Violent Crime cases by 10%	151	6%	150	136
Reduce the number of traffic collisions by 10% through driver awareness.	192	-7%	177	173
Reduce the number of Property Crime cases by 10% through Proactive Community Outreach	263	36%	358	237

Year	Total Crime	Murder	Rape	Robbery	Assault	Burglary	Larceny	Vehicle Theft	Arson
2023	122	0	0	0	25	28	56	12	1
2022	508	3	10	12	125	88	199	65	6
2021	421	3	4	13	131	45	175	43	7

2023 - 2024 Budget Specifics - \$12,081,211 (23%)



Highlight of Specific Expenditures

- ► Police Vehicles
- Animal Control Facility
- ► Drone (AB481 request)
- Body Armor and Carrier
- ► ALPR Cameras
- ► Animal Shelter
- ► Public Safety Communication Upgrade
- ► Axon Lease Upgrade



Challenges & Unmet Needs

The year 2022 posed several risks and challenges for the law enforcement profession. These included the persistent struggle with recruitment and retention as well as the sustained scrutiny of police use of force.

Reedley PD is a successful agency that has stayed ahead of the curve by adopting the five pillars of organizational success.

"In order to be successful, you must first get and keep good <u>PEOPLE</u>, derive and maintain good <u>POLICY</u>, make sure there is adequate <u>TRAINING</u> regarding the policies, have appropriate <u>SUPERVISION</u> of workers to make sure policies are being followed, and take appropriate <u>DISCIPLINE</u> when there is a deviation from established policy," Lexipol co-founder Gordon Graham.

Hold true to our four (4) Core Values:

- Professionalism
- Integrity
- Commitment
- Service

