

NOTICE AND CALL OF THE SPECIAL MEETING OF THE MADERA CITY COUNCIL

205 W. 4th Street, Madera, California 93637

NOTICE AND AGENDA

**Wednesday, August 13, 2025
6:00 p.m.**

**Council Chambers
City Hall**

The Madera City Council meetings are open to the public. This meeting will also be available for public viewing and participation through Zoom. Members of the public may also observe the live-streamed meeting on the City's website at www.madera.gov/live. Members of the public may comment on agenda items at the meeting or remotely through an electronic meeting via phone by dialing (669) 900-6833 enter ID: 897 5742 4624 #. Press *9 to raise your hand to comment and *6 to unmute yourself to speak. Comments will also be accepted via email at citycouncilpubliccomment@madera.gov or by regular mail at 205 W. 4th Street, Madera, CA 93637.



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CALL TO ORDER:

ROLL CALL: Mayor Cece Gallegos
Mayor Pro Tem Jose Rodriguez, District 2
Councilmember Rohi Zacharia, District 1
Councilmember Steve Montes, District 3
Councilmember Anita Evans, District 4
Councilmember Elsa Mejia, District 5
Councilmember Artemio Villegas, District 6

INVOCATION:

PLEDGE OF ALLEGIANCE:

APPROVAL OF AGENDA:

PUBLIC COMMENT:

Members of the public shall have an opportunity to address the City Council regarding matters on this Agenda at the time the agenda item is called. Speakers should limit their comments to three (3) minutes.

A. PUBLIC HEARINGS:

A-1 Public Hearing for the Fiscal Years 2025-2029 Consolidated Plan and Program Year 2025/26 Community Development Block Grant (CDBG) and HOME Investment Partnerships Program (HOME) Annual Action Plan

Recommendation: Adopt Resolutions to:

1. Approve the CDBG and HOME Fiscal Years 2025-2029 Consolidated Plan; and
2. Approve the Proposed Funding of the Program Year 2025/26 CDBG Allocation in the amount of \$989,791; and
3. Approve the Reallocation of Unexpended Funds from the 2024/25 Program Year in the amount of \$10,000 to the Jim Taubert Park Project; and
4. Approve the Reallocation of the Revolving Loan Fund Program Income Balance in the amount of \$248,220.02 to the Jim Taubert Park Project; and
5. Approve the Proposed Funding for the 2025/26 HOME Allocation in the amount of \$353,556.54 (Report by Michael Lima)

B. CONSENT CALENDAR:

Matters listed under the Consent Calendar are considered routine and will be enacted by one motion and one vote. There will be no separate discussion of these items. If discussion is desired, a member of the public or a member of the Council may request an item be removed from the Consent Calendar and it will be considered separately.

B-1 Memorandum of Understanding (MOU) with the Madera Affiliated City Employees' Association (MACEA) Representing the General Bargaining Unit (GBU)

Recommendation: It is recommended the City Council Adopt a Resolution Approving the MOU between the City of Madera and MACEA effective August 13, 2025, through June 30, 2027 (Report by Wendy Silva)

B-2 Adoption of Updated City of Madera Full Time Salary Schedules

Recommendation: Adopt a Resolution Approving Revised City of Madera Full Time Salary Schedules effective August 9, 2025 (Report by Wendy Silva)


FUTURE MEETING DATES:

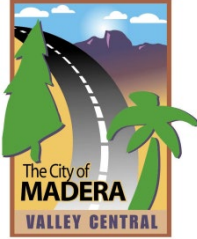
- Wednesday, August 20, 2025
- Wednesday, September 3, 2025

ADJOURNMENT:

-
- The meeting room is accessible to the physically disabled. Requests for accommodations for persons with disabilities such as signing services, assistive listening devices, or alternative format agendas and reports needed to assist participation in this public meeting may be made by calling the City Clerk's Office at (559) 661-5405 or emailing cityclerkinfo@madera.gov. Those who are hearing impaired may call 711 or 1-800-735-2929 for TTY Relay Service. Requests should be made as soon as practicable as additional time may be required for the City to arrange or provide the requested accommodation. Requests may also be delivered/mailed to: City of Madera, Attn: City Clerk, 205 W. 4th Street, Madera, CA 93637. At least seventy-two (72) hours' notice prior to the meeting is requested but not required. When making a request, please provide sufficient details that the City may evaluate the nature of the request and available accommodations to support meeting participation. Please also provide appropriate contact information should the City need to engage in an interactive discussion regarding the requested accommodation.
 - Please silence or turn off cell phones and electronic devices while the meeting is in session.
 - Regular meetings of the Madera City Council are held the 1st and 3rd Wednesday of each month at 6:00 p.m. in the Council Chambers at City Hall.
 - Any writings or documents provided to a majority of the City Council within 72 hours of the meeting regarding any item on this agenda will be made available for public inspection at the City Clerk's office located at 205 W. 4th Street, Madera, CA 93637 and on the City website at www.madera.gov
 - Questions regarding the meeting agenda or conduct of the meeting, please contact the City Clerk's Office at (559) 661-5405.
 - Para asistencia en español sobre este aviso, por favor llame al (559) 661-5405.
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I, Alicia Gonzales, City Clerk for the City of Madera, declare under penalty of perjury that I posted the above agenda for the Special Meeting of the Madera City Council for August 13, 2025, near the front entrances of City Hall and on the City's website www.madera.gov at 9:30 a.m. on August 8, 2025.


Alicia Gonzales, City Clerk



REPORT TO CITY COUNCIL

Approved by:

Michael Lima

Michael Lima, Director of Financial Services

Arnoldo Rodriguez

Arnoldo Rodriguez, City Manager

Council Meeting of: August 13, 2025

Agenda Number: A-1

SUBJECT:

Public Hearing for the Fiscal Years 2025-2029 Consolidated Plan and Program Year 2025/26 Community Development Block Grant (CDBG) and HOME Investment Partnerships Program (HOME) Annual Action Plan

RECOMMENDATION:

Adopt Resolutions to:

1. Approve the CDBG and HOME Fiscal Years 2025-2029 Consolidated Plan
2. Approve the proposed funding of the Program Year 2025/26 CDBG allocation in the amount of \$989,791
3. Approve the reallocation of unexpended funds from the 2024/25 Program Year in the amount of \$10,000 to the Jim Taubert Park Project
4. Approve the reallocation of the Revolving Loan Fund program income balance in the amount of \$248,220.02 to the Jim Taubert Park Project
5. Approve the proposed funding for the 2025/26 HOME allocation in the amount of \$353,556.54

SUMMARY:

The City is an entitlement grantee under the U.S. Department of Housing and Urban Development (HUD). HUD requires entitlement grantees to adopt a comprehensive, long-term plan known as the Five-Year Consolidated Plan, (Con Plan). The Con Plan analyzes the City's housing and community development needs, with a priority focus on low-and-moderate income individuals, households, and neighborhoods, and describes long term strategies for meeting those needs.

The Con Plan is needed for continued participation in HUD's Community Planning and Development (CPD) programs including CDBG and HOME. HUD annually allocates CDBG and HOME funding to participating jurisdictions. Each year, the City is eligible to apply for and receive the funds through the development and submittal of an Annual Action Plan, which addresses the needs identified in the current Con Plan.

The Program Year 2025/26 Annual Action Plan (AAP) is the first of five Action Plans that will support the Consolidated Plan. The Program Year 2025/26 AAP proposes funding for projects. This funding consists of multiple funding resources including the current CDBG and HOME allocations, Revolving Loan program income balance, and unexpended funds from the 2024/25 program year. Staff is recommending acceptance of these funds to implement the projects outlined in the Program Year 2025/26 AAP.

DISCUSSION:

Staff began the Consolidated Plan process in February 2025. A description of this process follows:

Consolidated Plan Process

The Finance Department, Grants Division is the City's Lead Agency for the CDBG and HOME programs. The Grants Division is also responsible for the preparation of the Con Plan and Annual Action Plans.

In February 2025, the City contracted with Lesar Development Consultants (Consultant) for the development and preparation of the Con Plan for Fiscal Years 2025-2029. With the assistance of the Consultant, the City launched an in-depth and collaborative effort to consult with City officials, city departments, community stakeholders, and beneficiaries of the entitlement program to inform and develop the priorities and strategies contained within this five-year plan.

The Con Plan serves as:

- A planning document, built through a participatory process, for the City
- An application for federal funds under HUD's grants programs
- A strategy to implement HUD's programs; and
- A method to allocate funds to specific projects and activities for the first fiscal year of the Con Plan.

The City prepared the Con Plan for Fiscal Years 2025-2029 using the eCon Planning Suite- system developed by HUD. The Consolidated Plan consists of five sections:

- Executive Summary (ES)
- Process (PR)
- Needs Assessment (NA)
- Market Analysis (MA)
- Strategic plan (SP)

The City, with assistance from the Consultant, facilitated a comprehensive outreach effort to identify local priorities and discuss new approaches and efficiencies with public and assisted housing providers; health, mental health, and service agencies; and other representative stakeholders that use funding for eligible activities, projects, and programs. City staff and the Consultant created a community needs survey that was shared with both the community and stakeholders. A total of 117 surveys have been received. Staff also organized two community forums and two focus group meetings.

The local funding priorities identified as a result of the community participation process for the Fiscal Years 2025-2029 Con Plan are as follows:

- Increase in Affordable Housing (advance the development of affordable housing and owner-occupied rehabilitation)
- Enhance Public Improvements and Public Infrastructure (enhance the quality and use of Madera's physical infrastructure)
- Address Homeless Needs and Services (addressing the individual families that are experiencing homelessness and preventing others from becoming homeless)
- Improve Public Services (support services for lower income households to obtain and maintain standard affordable housing)
- Community and Economic Development (enhance the economic well-being of all citizens through education and training, employment opportunities, and business development)

The City's guidelines for the allocation and reallocation of funds include following the City's Citizen Participation Process (CPP). The CPP includes issuing a notice providing the public 30 days to review and comment on the proposed funding and holding a public hearing regarding the proposed funding and its allocation. The City posted a notice of public comment on July 12, 2025. The public comment period concludes on August 12, 2025. As of the writing of this staff report, no public comments have been received. A public hearing is scheduled for August 13, 2025.

The deadline to submit the Fiscal Years 2025-2029 Con Plan and the Program Year 2025/26 AAP to HUD is August 16, 2025.

Funding Sources

CDBG

The City is a CDBG entitlement jurisdiction that receives an annual funding allocation. Each year, the City is eligible to apply for and receive the funds through the development and submittal of an AAP. Activities proposed in the AAP must meet, at a minimum, one of the HUD's National Objective's:

1. Benefit to low- and moderate-income (LMI) persons; or
2. Aid in the prevention or elimination of slums or blight; or
3. Meet a need having a particular urgency (referred to as urgent need).

Eligible CDBG projects must support a local priority and meet one of HUD’s national objectives. An eligible HOME project must be a form of an affordable housing activity and serve low-moderate income families.

The AAP is a detailed document submitted yearly that outlines the specific goals, and objectives, and actions needed to achieve the strategic goals that were set in the Consolidated Plan.

HUD mandates the allocation of funds across three distinct categories, each subject to a specified maximum amount, as part of its expenditure requirements. The funding category allocation amounts must be based on the current year’s award. During the Block Grant Commissions (BGC) quarterly meeting on March 10, 2025, Program Year 2025/26 allocations had not been released by HUD. Therefore, the BGC’s tentative funding recommendations were based on the Program Year 2024/2025 allocation (\$989,495). HUD released the Program Year 2025/26 CDBG allocations on May 14, 2025. The City’s eligible to receive \$989,791: an increase of \$296 from the previous year. As the CDBG allocation is slightly higher than the projected allocations discussed at the March 10, 2025 BGC meeting, there are unallocated balances in each funding category.

The revised funding allocations are provided in Table 1.

Table 1: Eligible funding categories and maximum funding			
<i>Funding Categories</i>	<i>Maximum % per category</i>	<i>Projected Maximum \$ per category</i>	<i>Actual Maximum \$ per category</i>
Administration	20%	\$197,899	\$197,958.20
Public Service	15%	\$148,424.25	\$148,468.65
Capital Projects/Public Improvements	No max.	\$643,171.75	\$643,364.15
Total	100%	\$989,495	\$989,791

SUMMARY OF SUBRECIPIENT GRANT APPLICATIONS AND COUNCIL ALLOCATIONS

On November 11, 2024, the City released a Request for Funding Proposal (RFP) inviting eligible and interested entities to submit applications for the CDBG Program Year 2025/26 funding cycle. Eleven applications were received. A summary of proposed allocations follows:

ADMINISTRATION

During its March 10, 2025 quarterly meeting, BGC members unanimously approved tentative allocation recommendations for the Administrative category for the amount \$197,899. The updated Program Year 2025/26 eligible allocation is \$197,958.20, which is an increase of \$59.20. The BGC voted unanimously that if the allocation amount was higher than the initial estimate, the additional amount would be allocated to the City Administration Project. Table 2 below shows the proposed Administration allocations for Council’s consideration.

Table 2: Program Year 2025/26 Administration Applicants		
<i>Applicant</i>	<i>Amount Requested by Applicants</i>	<i>BGC Recommended Allocations</i>
City; Action Plan Administration <i>Administration to Oversee the CDBG program</i>	\$217,689	\$177,958.20
CAPMC – Fresno Madera Continuum of Care <i>Point-in-Time Count Administration</i>	\$20,000	\$20,000
Total	\$237,689	\$197,958.20

PUBLIC SERVICE

The City received \$374,145 in requests for Public Service funds. After deliberation, the BGC unanimously voted on March 10, 2025 to approve tentative allocation recommendations in the amount of \$148,424.25. Subsequent to the BGC's action, the City was notified that the Program Year 2025/26 updated Public Service allocation is \$148,468.65, which is an increase of \$44.40. The BGC voted unanimously that if the allocation amount was higher than their estimate, the difference would be shared between the City's Senior Nutrition Project and the In-home Child Care Project. Table 3 below shows the BGC's tentative allocation recommendations for Public Services.

Table 3: Program Year 2025/26 Public Service Applicants		
<i>Applicant</i>	<i>Amount Requested by Applicants</i>	<i>BGC Recommended Allocations</i>
Madera Coalition for Community Justice <i>Madera Microenterprise Education</i>	\$38,440	\$10,000
Pequeños Empresarios <i>Child Entrepreneurship Education</i>	\$86,557	\$0
Project Run Madera <i>Project Run Madera</i>	\$27,269	\$10,000
O.L.I.V.E. Charitable Organization <i>The Bennet House</i>	\$15,000	\$15,000
Community Action Partnership <i>Housing Stabilization</i>	\$55,330	\$50,000
Madera County Workforce <i>In-Home Child Care</i>	\$86,549	\$23,446.20
City Parks Department <i>Madera Seniors Nutrition & Recreational Program</i>	\$65,000	\$40,022.45
Total	\$374,145	\$148,468.65

CAPITAL PROJECTS/PUBLIC IMPROVEMENTS

The Capital/Public Improvements funding category for the Program Year 2025/26 includes multiple funding resources. The BGC unanimously approved tentative Capital/Public Improvement funding allocation recommendations at their March 10, 2025 meeting based on the CDBG funding estimate.

The City received two applications in this funding category for a total of \$638,645. The total amount available for this funding category is \$643,364.15 The BGC unanimously agreed to the proposed funding of both of these projects. As previously mentioned, funding maximums changed slightly once HUD released the Program Year 2025/26 allocations. Staff is proposing to allocate the remaining balance to the City Parks Department-Centennial Park Pool Complex Deck & Facility Improvements Project. Table 4 below provides funding detail for the Capital Project/Public Improvements funding proposals for Council consideration:

Table 4: Program Year 2025/26 Capital and Public Improvements Applicants		
<i>Applicant</i>	<i>Amount Requested by Applicants</i>	<i>BGC Recommended Allocations</i>
City Public Works- Sidewalk and ADA Corner Ramp (2025)	\$225,520	\$230,047
<i>City Parks Department- Centennial Park Pool Complex Deck & Facility Improvements</i>	\$413,125	\$413,317.15
Total	\$638,645	\$643,364.15

UNEXPENDED FUNDS

After the BCG's March 10th meeting, staff identified two additional funding resources available to support projects in this funding category. These include unexpended funds from the Program Year 2024/25 and Revolving Loan Fund program income funds.

HUD requires all CDBG jurisdictions to a timely use of funds. One of the funded public services projects for the 2025/26 program year, Pequenos Empresarios, was unable to deliver the program goals and objectives. Pequenos Empresarios was funded in the amount of \$10,000. This amount now needs to be reallocated to avoid increasing the City's balance in HUD's line of credit. Staff is proposing reallocating these funds to the Jim Taubert Park project.

In addition to the unspent amount by Pequenos Empresarios, the City also has a large unspent balance in the Revolving Loan Fund (RLF). The RLF is currently administered by the Madera County Economic Development Commission (MCEDC). RLF funds are used to provide start-up funds to low-moderate income local small business owners. The revenue of the loans that are paid back to the City are used to distribute new loans. Thus, these funds are "revolving."

The revenue generated by the RLF is considered program income. This revenue is added into the City's CDBG line of credit. HUD requires all jurisdictions to maintain a line of credit balance no greater than one and one-half (1.5) times its most recently annual CDBG allocation. Annually, on May 2nd, HUD performs a Timeliness check to ensure that the line of credit balance is no greater than 1.5 times the most recent annual allocation. While the City met Timeliness this year with a ratio of 1.37, it has had difficulty meeting this requirement in the past. A reason why the City has not met Timeliness is due to the unexpended amount in the Revolving Loan fund. Therefore, staff is proposing to reallocate the monies in the RLF to improve the City's Timeliness standing by reducing the available line of credit. Staff does not believe this reallocation will have a detrimental impact on the program, as the last approved loan was issued in January 2021. MCEDC has shared that it has been difficult finding serious candidates for the program post-COVID, and that they currently have no candidates eligible for this funding.

Revolving Loan program income may be repurposed to a CDBG eligible Capital/Public Improvement project. During the BGC meeting on May 20, 2025, staff proposed the reallocation of the RLF program income balance to the James Taubert Park project. The BCG unanimously approved staff recommendation to reallocate the RFF monies. As of today, the balance in the RFF is \$248,220.02.

Staff is proposing reallocation of the unspent funds in Program Year 2024/25 and the Revolving Loan Fund balance to the City Parks Department, James Taubert Park project. Table 5 provides funding detail.

Table 5: Program Year 2025/26 Reallocation of Funds			
<i>Original Funded Project</i>	<i>Amount to Reallocate</i>	<i>Reallocation Project</i>	<i>Proposed Funding Total</i>
Pequenos Empresarios, Program Year 2024	\$10,000	City Parks, Jim Taubert Park	\$10,000
<i>Revolving Loan Fund</i>	\$248,220.02	City Parks, Jim Taubert Park	\$248,220.02
Total			\$258,220.02

HOME INVESTMENT PARTNERSHIP PROGRAM FUNDS

The City is an entitlement jurisdiction for the HOME Investment Partnerships Program (HOME). The HOME annual allocation for the Program Year 2024/25 is \$353,556.54. An eligible HOME project must be a form of an affordable housing activity and serve low-moderate income families. Eligible activities for HOME funds are:

- Housing rehabilitation
- New construction of affordable housing units
- Acquisition and rehabilitation
- Multifamily projects
- New construction
- Down payment assistance programs

- First-time homebuyer down payment assistance
- Owner occupied rehabilitation
- Tenant-based rental assistant programs
- Predevelopment loans to CHDOs

The Con Plan found that affordable housing is the number one priority needed in the City. Therefore, the City is proposing Project HOME in the amount of \$318,200.97. The activities tied to this project will work to preserve and expand the supply of affordable housing. The remaining balance of \$35,355.55 will be allocated to the administration of Project HOME.

FINANCIAL IMPACT:

This allocation will not have an impact on the General Fund. The City will administer the CDBG and HOME grants with current City staff. All of the CDBG and HOME monies mentioned in this staff report were included in the Fiscal Year 2025/26 Adopted Budget, approved by Council on June 25, 2025. It should be noted that failure to meet HUD's submission deadline of August 16, 2025 may result in reduction or loss of federal funding.

ALTERNATIVES:

As an alternative, Council may:

1. Direct staff to update the 2025-2029 Consolidated Plan or the 2025/26 Annual Action Plan. However, failure to meet HUD's August 16, 2025 submission deadline will result in the loss or reduction of CDBG and HOME funding.

ATTACHMENTS:

1. Resolution authorizing the Fiscal Years 2025-2029 Consolidated Action Plan and Exhibit A to the resolution, the Fiscal Years 2025-2029 Consolidated Action Plan
2. Resolution authorizing the acceptance of the Program Year 2025/26 CDBG annual entitlement in the amount of 989,791 and Exhibit A to the resolution, the Program Year 2025/26 Annual Action Plan
3. Resolution authorizing the acceptance of the Program Year 2025/26 HOME annual entitlement in the amount of \$353,556.54 and Exhibit A to the resolution, the Program Year 2025/26 Annual Action Plan
4. Resolution authorizing the reallocation of unspent funds from the Program Year 2024/25 in the amount of \$10,000 to the City Parks Department Jim Taubert Park project
5. Resolution authorizing the reallocation of the Revolving Loan Fund balance in the amount of \$248,220.02 to the City Parks Department Jim Taubert Park project
6. Program Year 2025/26 Allocation Proposals

RESOLUTION NO. 25-__

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MADERA,
CALIFORNIA APPROVING THE COMMUNITY DEVELOPMENT
BLOCK GRANT (CDBG) AND HOME INVESTMENT PARTNERSHIPS
PROGRAM (HOME) FISCAL YEARS 2025-2029 CONSOLIDATED
PLAN**

WHEREAS, the U.S. Department of Housing and Urban Development (HUD) requires recipients of Community Development Block Grant (CDBG) funding to submit a five-year Consolidated Plan; and

WHEREAS, the City has completed the development process for the Consolidated Plan; and

WHEREAS, the Consolidated Plan is due to HUD by August 16, 2025.

NOW THEREFORE, the City Council of the City of Madera hereby finds, orders and resolves as follows:

1. The foregoing recitals are true and correct and are incorporated herein by reference.
2. The City Council approves submission of the Fiscal Years 2025-2029 U.S. Department of Housing and Urban Development City of Madera CDBG and HOME Consolidated Plan, which is attached as Exhibit A to this resolution and incorporated by reference.
3. This resolution is effective immediately upon adoption.

Exhibit A

City of Madera 2025-2029 Consolidated Plan



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Executive Summary

ES-05 Executive Summary - 24 CFR 91.200(c), 91.220(b)

Introduction

The Consolidated Plan serves as a comprehensive strategic planning document for the City of Madera to use to identify the overall local community needs that include: affordable and supportive housing and community and economic development. The City of Madera is an entitlement jurisdiction that receives Community Development Block Grant (CDBG) and HOME Investment Partnership funds directly from the U.S. Department of Housing and Urban Development (HUD). The Consolidated Plan is required by HUD for the City to continue to receive annual allocation from both funding sources. The Grants Division of the City of Madera Finance Department is designated by the Madera City Council as the single point of contact and lead agency for the administration of the CDBG and HOME programs.

The Consolidated Plan embodies and reflects six overall goals, which relate to the major commitments and priorities of HUD, including:

- Low- to moderate-income citizens will have access to safe, decent, and affordable housing
- Improve the quality and access to programs and facilities for health and safety, information, transportation, and recreation services
- Enhance the economic well-being of all citizens through education and training, employment opportunities, and business development
- Enhance the quality and use to the physical infrastructure of Madera
- Prevent and reduce homelessness
- Administration

The City of Madera prepared this Consolidated Plan for fiscal years 2025 through 2029 using the eCon Planning Suite system developed by HUD. The Consolidated Plan consists of five sections:

- Executive Summary (ES)
- The Process (PR)
- Needs Assessment (NA)
- Market Analysis (MA)
- Strategic Plan (SP)

Summary of the objectives and outcomes identified in the Plan Needs Assessment Overview

The Needs Assessment identified local needs in the community that were housing related as well as non-housing needs. The impact of these needs was analyzed in reference to the different population groups, income categories, and household type. In addition to the review and analysis of data, the City released a community survey to capture priority concerns of the community. The outcomes of the Needs Assessment and community feedback were very much aligned. The need for increased affordable housing stock is a high priority. Additional details related to the needs identified include:

General Housing Needs

There was a clear need for increased housing stock. This includes Increased supply of affordable housing for all population groups and income categories, specifically seniors, disabled persons, and households with extremely low-income and very low-income. Additionally, resources for people experiencing homelessness, especially those who are transitioning out of supportive housing, have criminal background challenges, or mental health/substance abuse issues were also identified as a high need.

Non-Housing Community Development Needs

Public Facilities

Through outreach and consultation, public facility needs were identified. The consensus is that increased access to community service programs for senior, youth, and the homeless is important. Additionally, the revitalization of downtown Madera is a local need.

Public Services

Community feedback also included public services. The public service needs that remain a priority in the community include access to job training and employment programs. Additional services related to health needs are also needed. The elderly/senior community is in need of ongoing congregate meals. Finally, increased access to community college for low-income students is also a priority.

Economic Development and Public Improvements

The feedback related to economic development and public improvements included infrastructure, housing development, enhanced public transportation, and infrastructure expansion for the local homeless mission. Specific strategies mentioned were accessible sidewalks and improved access to public transportation.

Evaluation of past performance

The City reports on its progress towards goals set in the Consolidated Plan and Annual Action Plans in the Consolidated Annual Performance and Evaluation Report (CAPER). The City reported for every year of the 2019-2024 Consolidated Plan. The outcomes of the funded projects were reviewed to assist staff in prioritizing goals and funding strategies for the 2025-2029 planning period.

Affordable housing remains a high priority goal. Although efforts were made to fund projects that fulfilled this goal during the 2019-2024 planning period, the outcomes fell short of this goal. While this remains a goal, current and anticipated resources were reviewed to establish an attainable goal during this planning period.

The same methodology was applied for the remaining goals. CAPERs were reviewed to monitor progress and determine goal priorities for this planning period.

Summary of citizen participation process and consultation process

The City conducted an extensive community outreach program during the process of developing the Consolidated Plan. Specifically, the public consultation process included the following components:

Focus Groups

The City held four Focus Group Meetings. The meeting discussions allowed for in-person and virtual attendance. Two Focus Group meetings were designed for the community, while the other two were targeted to local stakeholders. The City publicized the Focus Group Meetings using email announcements, the City's website and social media accounts, and phone calls. Despite the announcement efforts, there were no attendees at the two community meetings, but there approximately 20 local stakeholders in attendance during the focus group discussions. The focus groups offered translation in Spanish for those who were interested.

Community Needs Survey

The City conducted a Community Needs Survey to solicit input from local community residents. The survey was released on June 13, 2025 and is available through August 13, 2025. The survey informed respondents that the City was updating the Consolidated Plan for Federal CDBG and HOME funds that primarily serve low- to moderate-income residents. The survey polled respondents about the level of need in the City for various types of improvements that can potentially be addressed through CDBG and/or HOME funds, including housing, public facilities and services, infrastructure, and economic development improvements. The City used Survey Monkey to collect responses. A total of 117 survey responses were received.

Public Hearings

The Consolidated Plan was made available for public review from July 12, 2025 to August 12, 2025. The City is anticipating holding a public hearing during a Special meeting of the City Council on August 13, 2025 at 6 p.m. The City is anticipating posting the notice for the public hearings at City Hall, in the Madera Tribune, as well as promoting the event on the City's website.

Summary of public comments

General Housing Needs

There was a clear need for increased housing stock. This includes Increased supply of affordable housing for all population groups and income categories, specifically seniors, disabled persons, and households with extremely low-income and very low-income. Additionally, resources for people experiencing homelessness, especially those who are transitioning out of supportive housing, have criminal background challenges, or mental health/substance abuse issues were also identified as a high need.

Non-Housing Community Development Needs

Public Facilities

Through outreach and consultation, public facility needs were identified. The consensus is that increased access to community service programs for senior, youth, and the homeless is important. Additionally, the revitalization of downtown Madera is a local need.

Public Services

Community feedback also included public services. The public service needs that remain a priority in the community include access to job training and employment programs. Additional services related to health needs are also needed. The elderly/senior community is in need of ongoing congregate meals. Finally, increased access to community college for low-income students is also a priority.

Economic Development and Public Improvements

The feedback related to economic development and public improvements included infrastructure, housing development, enhanced public transportation, and infrastructure expansion for the local homeless mission. Specific strategies mentioned were accessible sidewalks and improved access to public transportation.

Summary of comments or views not accepted and the reasons for not accepting them

No public comments or views were received and not accepted.

Summary

The process of developing a Consolidated Plan is an opportunity to assess local needs, gain community and stakeholder feedback, and strategize goals to meet these needs over a five-year period. Through the review and analyzation of data, needs were determined. This data outcome was then compared to the needs identified by the community and local stakeholders. The result was an alignment of priority needs between the two. In addition to providing data, the Consolidated Plan provides a strategic roadmap to funding projects with the objective of filling the gap in priority needs.

The Process

PR-05 Lead & Responsible Agencies 24 CFR 91.200(b)

Describe agency/entity responsible for preparing the Consolidated Plan and those responsible for administration of each grant program and funding source

The following are the agencies/entities responsible for preparing the Consolidated Plan and those responsible for administration of each grant program and funding source.

Agency Role	Name	Department/Agency
CDBG Administrator	MADERA	Finance Department, Grants Division
HOME Administrator	MADERA	Finance Department, Grants Division

Narrative

The City of Madera Finance Department, Grants Division is the Lead Agency for administration of the U.S. Department of Housing and Urban Development (HUD) Community Development Block Grant and HOME Investment Partnerships programs. The Grants Division is also responsible for the preparation of the Consolidated Plan, Annual Action Plans, and Consolidated Annual Performance Evaluation Reports (CAPER).

Consolidated Plan Public Contact Information

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PR-10 Consultation – 91.100, 91.110, 91.200(b), 91.300(b), 91.215(I) and 91.315(I)

Introduction

In February 2025, the City of Madera contracted with Lesar Development Consultants (Consultant) for the development and preparation of the Consolidated Plan for fiscal years 2025-2029. With the assistance of the Consultant, the City launched an in-depth and collaborative effort to consult with City officials, City departments, community stakeholders, and beneficiaries of the entitlement program to inform and develop the priorities and strategies contained within this five-year plan.

Provide a concise summary of the jurisdiction’s activities to enhance coordination between public and assisted housing providers and private and governmental health, mental health and service agencies (91.215(I)).

In preparing the Consolidated Plan, the City consulted with a variety of agencies, including local and regional service providers, the Housing Authority, business groups, and many others. The City also attended meetings and spoke with local housing and homeless service providers to gain additional input. The goal of the consultation process was to gather data, inform the community, and determine priority needs of Madera residents to further develop the priorities and strategies contained within this five-year plan.

The City of Madera, with assistance from the Consultant, facilitated a comprehensive outreach effort to enhance coordination and discuss new approaches and efficiencies with public and assisted housing providers; health, mental health, and service agencies; and other representative stakeholders that use funding for eligible activities, projects, and programs. The outreach and consultation strategies of the City included the formation of community outreach partnerships with housing, services, workforce developers, and community advocates. The City asked local partners to notify their clients and program beneficiaries of the important planning process being undertaken and encouraged active participation by beneficiaries to create a plan that reflected the needs of the community. The City also reached out to public agencies and departments of both the City and County of Madera. This was done to spread the word about the Consolidated Plan process, the Community Needs Survey, the Community Forum, and the Focus Group Meetings. For a detailed discussion on Citizen Participation, see section PR-15: Citizen Participation, below, and Attachment A (Community Engagement Meeting Summaries and Survey Results).

Describe coordination with the Continuum of Care and efforts to address the needs of homeless persons (particularly chronically homeless individuals and families, families with children, veterans, and unaccompanied youth) and persons at risk of homelessness

The Fresno-Madera Continuum of Care (FMCoC) provides comprehensive homeless and housing services to individuals in both the Fresno and Madera regions. FMCoC assists homeless persons to make the transition from homelessness to independent or supportive permanent housing. FMCoC provides access to education, health and mental health services, employment

training, and life skills development. The FMCoC membership is comprised with a broad spectrum of stakeholders, including: service providers, government agencies, housing providers, and community coalitions.

Throughout the 2019-2024 planning period, CDBG has funded Community Action Partnership of Madera County (CAPMC) to participate in the FMCoC and plan the Point-in-Time Count survey. The FMCoC includes decision makers from the City and County of Fresno. Currently, CAPMC provides the City with informational updates and Point-In-Time survey results. The City maintains a strong partnership with leadership at CAPMC which has opened discussions to overall needs of homeless persons.

Finally, through this collaboration, the City has been invited to participate in other homeless groups such as Housing our Homeless where different aspects of homelessness are addressed as well as different homeless groups of the population.

Describe consultation with the Continuum(s) of Care that serves the jurisdiction's area in determining how to allocate ESG funds, develop performance standards and evaluate outcomes, and develop funding, policies and procedures for the administration of HMIS

Neither the City nor the County of Madera receives ESG grant funds. The Fresno Housing Authority serves as the local administrator and lead of HMIS. HMIS policies and procedures are developed by Fresno Housing Authority HMIS staff in accordance with HUD guidelines and are reviewed by a HMIS committee comprised of HMIS FMCoC users and approved by the FMCoC Board.

Describe Agencies, groups, organizations and others who participated in the process and describe the jurisdictions consultations with housing, social service agencies and other entities

Local stakeholders were notified of the community survey and discussion forums. The table below identifies those agencies that were in attendance and/or provide input in the planning process.

Agencies, groups, organizations who participated

Agency/ Group/ Organization	Agency/ Group/ Organization Type	What section of the Plan was addressed by Consultation?	How was the Agency/ Group/ Organization consulted and what are the anticipated outcomes of the consultation or areas for improved coordination?
Madera County Food Bank	Regional Organization	Homeless Needs	Participation in stakeholder discussion. Increased likelihood of addressing local needs.
Madera Rescue Mission	Services	Homeless Needs	Participation in stakeholder discussion. Increased likelihood of addressing local needs.
OLIVE Foundation	Services	Homeless Needs	Participation in stakeholder discussion. Increased likelihood of addressing local needs.
Ubaldo Garcia – Architect	Services	Market Analysis	Participation in stakeholder discussion. Increased likelihood of addressing local needs.
RH Community Builders	Services	Homeless Needs	Participation in stakeholder discussion. Increased likelihood of addressing local needs.
Madera Community College	Services	Needs Assessment	Participation in stakeholder discussion. Increased likelihood of addressing local needs.
City Parks and Community Services Department, Senior Services	Other government - local	Non-Homeless Special Needs	Participation in stakeholder discussion. Increased likelihood of addressing local needs.

Housing Authority of the City of Madera	PHA	Housing Needs Assessment Homeless Needs - Unaccompanied Youth Market Analysis	Participation in stakeholder discussion. Phone interviews. Increased likelihood of ongoing collaboration to work towards filling the affordable housing gap.
Community Action Partnership of Madera County	Services - Housing Services - Children Services - Elderly Persons Services - Person with Disabilities Services - Persons with HIV/AIDS Services - Victims of Domestic Violence Services - Homeless Services - Health Services - Education Services - Employment Service - Fair Housing Services - Victims Services - Broadband Internet Service Providers Services - Narrowing the Digital Divide	Housing Need Assessment Homelessness Strategy Market Analysis	Participation in stakeholder discussion. Increased likelihood of addressing local needs.

Madera Chamber of Commerce	Business Leaders	Economic Development Market Analysis	Participation in stakeholder discussion. Increased likelihood of addressing local needs.
Madera County Economic Development Corporation	Regional Organization	Economic Development Market Analysis	Participation in stakeholder discussion. Increased likelihood of addressing local needs.
Madera County Behavioral Health Services	Services-Health	Non-Homeless Special Needs	Participation in stakeholder discussion. Increased likelihood of addressing local needs.
California Rural Legal Assistance	Regional Organization	Non-Homeless Special Needs	Participation in stakeholder discussion. Increased likelihood of addressing local needs.
Block Grant Commission	Planning Organization	Housing Needs Assessment Non-Homeless Needs Economic Development Market Analysis	Participation in stakeholder discussion. Increased likelihood of addressing local needs.
Madera County Superintendent of Schools	Services – Children	Homelessness Needs - Unaccompanied youth	Phone interview. Increased likelihood of addressing local needs.

Identify any Agency Types not consulted and provide rationale for not consulting

The City consulted a variety of agencies serving Madera residents and the region. No agency types were specifically left out of the consultation process.

Other local/regional/state/federal planning efforts considered when preparing the Plan

Name of Plan	Lead Organization	How do the goals of your Strategic Plan overlap with the goals of each plan?
Continuum of Care	Fresno- Madera Continuum of Care	Coordinating homelessness services with CoC priorities.
City of Madera Housing Element	City of Madera	The goals of the Strategic Plan are aligned with the relevant goals of the Housing Element.
Madera County, California Comprehensive Economic Development Strategy	County of Madera	The goals outlined in the Strategy were aligned with the analysis in the Consolidated Plan and subsequent need/goal determination.

Describe cooperation and coordination with other public entities, including the State and any adjacent units of general local government, in the implementation of the Consolidated Plan (91.215(l))

Key stakeholders that participated in the development of specific areas of the Plan are the Housing Authority of the City of Madera and Community Action Partnership of Madera County. Their input was critical in determining local needs and gathering pertinent data. The partnerships between the City and local partners were evident in the focus group discussions. The feedback provided was rich in context and ongoing support was offered from those in attendance. The City of Madera will continue its collaborative efforts and partnerships throughout the planning period to work towards meeting the goals in the Consolidated Plan.

Narrative (optional):

The consultation process was successful. The City built on existing partnerships and established new ones. This process will undoubtedly support ongoing collaboration for the required Action Plans during this planning period.

PR-15 Citizen Participation – 91.105, 91.115, 91.200(c) and 91.300(c)

Summary of citizen participation process/Efforts made to broaden citizen participation

Summarize citizen participation process and how it impacted goal-setting

The City advanced a citizen participation process that included discussion meetings and surveys. The community was provided with notice and multiple opportunities to comment on the Consolidated Plan.

Citizen Participation Outreach

Sort Order	Mode of Outreach	Target of Outreach	Summary of response/ attendance	Summary of Comments received	Summary of comments not accepted and reasons	URL (If applicable)
1	Community Discussion Forum	Non-English Speaking - Specify other language: Spanish Residents of Public and Assisted Housing General Community Members	June 23, 2025 No attendance	None received	N/A	N/A
2	Community Discussion Forum	Non-English Speaking - Specify other language: Spanish Residents of Public and Assisted Housing General Community Members	June 24, 2025 No attendance	None received	N/A	N/A

Sort Order	Mode of Outreach	Target of Outreach	Summary of response/ attendance	Summary of Comments received	Summary of comments not accepted and reasons	URL (if applicable)
3	Stakeholder Discussion Forum	Non-English Speaking - Specify other language: Spanish Service Providers	June 26, 2025 <ul style="list-style-type: none"> Was attended by many different organizations such as: City Parks, Madera Coalition for Community Justice, Community Action Partnership, Madera Rescue Mission, Housing authority, etc. 	<ul style="list-style-type: none"> Madera Rescue mission is looking for resources for new location that would have 112 beds for overnight shelter. Housing Authority stressed need for more affordable hosing units, there are vouchers available but not enough housing for low-income individuals including veterans. Would like to see more permanent supportive housing and more first housing projects options for low-income individuals. OLIVE mentioned that affordable housing is sometimes affiliated with drugs which makes it difficult to place individuals who have history of these issues in those areas. Is there a way to get affordable housing in different census tracts. Was suggested there should be a point system for CDBG 	All comments were accepted	N/A

Sort Order	Mode of Outreach	Target of Outreach	Summary of response/ attendance	Summary of Comments received	Summary of comments not accepted and reasons	URL (if applicable)
				<p>allocations/ needs.</p> <ul style="list-style-type: none"> • Would like to see more behavioral health resources. <p>Community College in Madera is seeing an increase in enrollment from Students who are coming from low-income areas who would benefit from more affordable housing</p>		
4	Stakeholder Discussion Forum	<p>Non-English Speaking</p> <p>- Specify other language: Spanish</p> <p>Service Providers</p>	<ul style="list-style-type: none"> • Was attended by many different organizations such as: City Parks, Madera Coalition for Community Justice, Community Action Partnership, Madera Rescue Mission, Housing authority, etc. 	<ul style="list-style-type: none"> • Question about Federal requirements in order to keep track of performance. The Consolidated annual performance evaluation report (CAPER) was explained. • Food bank was unsure if they could apply for any funding offered by the City. It was explained that the services they provide could fall under Public Services and are encouraged to apply. • How are CDBG funds allocated?- The breakdown of CDBG funds was explained. There is a cap on public services of 15%, 	All comments were received	N/A

Sort Order	Mode of Outreach	Target of Outreach	Summary of response/ attendance	Summary of Comments received	Summary of comments not accepted and reasons	URL (If applicable)
				<p>Administration has a cap of 20% and Capital improvements has no cap.</p> <ul style="list-style-type: none"> • Do CDBG funds go to the City's General budget?- No, City staff submits a administration application and anyone else is able to do so. Community Action Partnership also submits an administration application for Fresno Madera Continuum of Care. • Would like to see different programs receive CDBG funds, mentioned it seems like it is always the same programs receiving the money. Would like to see new applicants. • Homelessness is having a big impact on businesses. • There are not enough mental health services • Was asked in what category does Economic development fall under. This would fall under a public services. • Question was asked if CDBG 		

Sort Order	Mode of Outreach	Target of Outreach	Summary of response/ attendance	Summary of Comments received	Summary of comments not accepted and reasons	URL (if applicable)
				<p>funds can be used for animal services? – Staff said they would look into that.</p> <ul style="list-style-type: none"> • Suggestions given to streamline affordable housing; provide incentives for builders or developers offering low-income units and raise the limits for the market value. 		
5	Internet Outreach	Non-targeted/ broad community	<p>The City sent out email announcements to inform stakeholders and community members throughout the Plan process.</p> <p>Announcements were also posted on the City’s website and social media sites.</p>	N/A	N/A	www.cityofmadera.gov
6	Public Hearing	Non-targeted/ broad community	<p>The City is anticipating to hold a public hearing during a Special Meeting of the City Council on August 13, 2025 at 6:00pm. The City is anticipating to post the notice for the public hearings at City Hall, in the Madera Tribune, as well as promoting the event on the City website.</p>			www.cityofmadera.gov

Needs Assessment

NA-05 Overview

Needs Assessment Overview

In 2020 there were 65,575 residents and 17,600 households in the City of Madera, according to American Community Survey (ACS) data. Approximately 49 percent of the households in Madera are renter-occupied. The median household income in the City was \$49,335. In terms of income categories, 16 percent (2,840) of households in Madera qualify as extremely low income, 18 percent (3,235) qualify as very low income, 19.5 percent (3,435) qualify as low income, and 10.5 percent (1,850) qualify as moderate-income households. The number of households has steadily increased since 2010. According to the 2016-2020 HUD CHAS data, in the City of Madera, 39,900 households (55 percent) experience some form of overpayment, with 12,430 households (23.5 percent) experiencing severe overpayment. Overpayment is defined as households paying more than 30 percent of their gross income on housing-related expenses, including rent or mortgage payments and utilities. Households paying greater than 30 percent of their gross income on housing-related expenses are considered to be cost burdened. Severe overpayment occurs when households pay 50 percent or more of their gross income for housing. There is a significant share of the community experiencing a housing cost burden. This was evident in the community feedback received.

The City released a community survey to capture the priority concerns of the community. The dominant concern that was continually expressed throughout the 117 survey respondents is the need for affordable housing, specifically senior housing and housing for persons with disabilities. Homeless prevention and outreach were also recurring themes in the survey responses.

This section will provide a summary of an analysis of the local housing needs of Madera residents.

Housing Issues

There is a disparity between renter and owner households in terms of housing problems. The most common housing problems faced by households in the City of Madera are cost burden and overcrowding. An estimated 34 percent of all households in the City pay more than 30 percent of their income on housing, with over 15 percent of households paying more than 50 percent of their income on housing. Renters in Madera are more likely than owners to be housing cost burdened. Within the low- and moderate-income population, a larger number of renter households suffer from housing problems compared to owner households. For example, over twice as many low/moderate-income renter households suffered from at least one of the four housing problems compared to low/moderate-income owner households. Black or African American households were slightly more likely to experience housing problems than other races/ethnicities. Black or African American households, which make up approximately 4% of

Madera households, made up 7% of Madera's Housing problems. Hispanic or Latino households, which make up 79% of Madera, made up 75% of Madera housing problems.

Housing Needs

Primary housing issues in Madera revolve around providing housing that is accessible and affordable to the lowest-income segments of the population, and at-risk populations such as agricultural workers, abused or neglected children, and persons with disabilities. Demand for affordable housing, especially for extremely low- and very low-income households, continues to outpace production. The high cost of subsidy, limited funding resources, and restrictions on funding sources provide challenges in addressing existing and projected affordable housing needs.

Through outreach and consultation, the following general housing needs were identified:

1. Increased supply of affordable housing.
 - Rentals for those with extremely low-income and very low-income. This would also include rental assistance programs.
 - Increased supply of housing (e.g., apartments and lower-cost homes) for people on a fixed income or otherwise at-risk of being "priced out" of the area – specifically, low-income seniors, people living with disabilities, and others on a fixed income.
2. Additional resources for people experiencing homelessness.
 - Additional capacity of temporary shelters.
 - Transitional support housing for individuals who are experiencing homelessness, mental health and/or substance use issues.
 - Housing for homeless young people and young people transitioning out of foster care.
3. Increased supply of apartments suitable for people living with disabilities.
4. Additional shelters and support services for abused, abandoned, or neglected children.
 - This would also include greater access to information about existing services.

Public Housing

The Housing Authority of the City of Madera (HACM) operates 244 Public Housing units. In addition, HACM administers a total of 804 Housing Choice Vouchers (Section 8), including 46 Project-based vouchers, 687 tenant-based vouchers, 54 Veterans Affairs Supportive Housing (VASH), and 17 Family Unification Program (FUP) special purpose vouchers. It is important to note that out of the 804 Housing Choice Vouchers administered by HACM, more than a quarter of them, or 281, are for disabled families. The needs of public housing residents, including those with disabilities, include social services and self-sufficiency training, including job training, after-school and daycare programs, and health and educational services.

Non-Housing Community Development Needs

Public Facilities

1. Additional health and wellness services and homeless assistance for youth.

2. Increased downtown revitalization.
3. Increased / improved services for people experiencing homelessness including but not limited to food, clothing, healthcare including behavioral healthcare, showers, toilets, and child support/day care.

Public Services

1. Expanded job training and employment opportunity programs. Program to assist with job-skills development and job placement.
2. Additional services to address community health needs, e.g., mental health, substance misuse / abuse; intimate partner violence; services for abused, abandoned, or neglected children; and people living with HIV/AIDS.
3. Expanded congregate meals for seniors.
4. Increased access to local community college for low-income students.

Economic Development and Public Improvements

1. Improved infrastructure such as street maintenance; additional, accessible sidewalks; and, improved maintenance of existing sidewalks.
2. Additional incentives to incentivize new development such as (but not limited to) reduced regulatory and permitting fees, increased zoning and building requirement flexibility.
3. Enhanced public transportation – including better access for seniors, youth, and people living with disabilities.
4. Increased infrastructure to expand services for the local homeless mission.

NA-10 Housing Needs Assessment - 24 CFR 91.205 (a,b,c)

Summary of Housing Needs

An implication of the overall population demographics in the City indicates there will be a continuing demand for affordable housing. Housing demands for low- and very low-income households will continue to be very high across the City. As determined by the Office of Housing and Community Development, the City's Regional Housing Needs Allocation (RHNA) over the 2024-2032 planning period is 5,910 total units. Understanding the demographic characteristics is an important facet of planning for the needs of a community. This section summarizes the demographics and housing characteristics by population.

The table below highlights the change in population in the city of Madera between 2009 and 2020 by population, households, and median income.

Housing Needs Assessment Demographics

Demographics	Base Year: 2009	Most Recent Year: 2020	% Change
Population	63,055	65,575	4%
Households	16,790	17,600	5%
Median Income	\$40,457.00	\$49,335.00	22%

Data Source: 2000 Census (Base Year), 2016-2020 ACS (Most Recent Year)

The table below separates population data by income level. The total population is assessed by household makeup/size.

Number of Households

	0-30% HAMFI	>30-50% HAMFI	>50-80% HAMFI	>80- 100% HAMFI	>100% HAMFI
Total Households	2,840	3,235	3,435	1,850	6,240
Small Family Households	1,000	1,325	1,780	840	3,205
Large Family Households	610	1,135	885	585	1,275
Household contains at least one person 62-74 years of age	600	300	520	255	1,580
Household contains at least one person age 75 or older	305	430	335	150	490
Households with one or more children 6 years old or younger	1,015	1,270	1,010	865	1,185

Data Source: 2016-2020 CHAS

Housing Needs Summary Tables

The following tables represent data for households that experience a substandard living condition. The data is representative of both owner-occupied and renter-occupied households according to income level. The substandard conditions are:

Lacking complete plumbing or kitchen facilities.

1. Severely overcrowded with greater than 1.51 people per room and complete kitchen and plumbing.
2. Overcrowded with 1.01 -1.5 people per room and no other substandard condition.
3. Housing cost burden greater than 30 percent of income and no other substandard condition.
4. Housing cost burden greater than 50 percent of income and no other substandard condition.
5. Zero/negative income and no substandard condition.

The data in the table below is representative of households with one of the listed needs. While owner-occupied households suffer from a substandard condition, renter-occupied households are impacted approximately twice as much as owner-occupied households.

Households with One Substandard Condition

	Renter					Owner				
	0-30% AMI	>30-50% AMI	>50-80% AMI	>80-100% AMI	Total	0-30% AMI	>30-50% AMI	>50-80% AMI	>80-100% AMI	Total
NUMBER OF HOUSEHOLDS										
Substandard Housing - Lacking complete plumbing or kitchen facilities	55	0	0	20	75	0	15	0	0	15
Severely Overcrowded - With >1.51 people per room (and complete kitchen and plumbing)	170	125	205	4	504	10	0	40	45	95
Overcrowded - With 1.01-1.5 people per room (and none of the above problems)	365	560	260	275	1,460	35	25	105	40	205
Housing cost burden greater than 50% of income (and none of the above problems)	1,135	525	100	15	1,775	335	430	195	30	990

Housing cost burden greater than 30% of income (and none of the above problems)	150	600	730	145	1,625	90	355	295	135	875
Zero/negative Income (and none of the above problems)	190	0	0	0	190	40	0	0	0	40

Data Source:

2016-2020

Households with one or more of the Severe Housing Problems: Lacks kitchen or complete plumbing, severe overcrowding, severe cost burden. Similar to the data trend described above, renter-occupied households are impacted twice as often in households experiencing one or more housing problem.

Households with Two Substandard Conditions

	Renter					Owner				
	0-30% AMI	>30-50% AMI	>50-80% AMI	>80-100% AMI	Total	0-30% AMI	>30-50% AMI	>50-80% AMI	>80-100% AMI	Total
NUMBER OF HOUSEHOLDS										
Having 1 or more of four housing problems	1,725	1,210	560	315	3,810	385	470	340	115	1,310
Having none of four housing problems	585	850	1,485	805	3,725	145	700	1,050	620	2,515
Household has negative income, but none of the other housing problems	0	0	0	0	0	0	0	0	0	0

Data Source:

2016-2020 CHAS

The table below represents data of households of different makeups who have a cost burden greater than 30 percent of their income and no other substandard condition. Of the cost burdened households, renters are impacted here again at about twice the rate of owner occupied households, with small households affected the most.

Cost Burden > 30%

	Renter				Owner			
	0-30% AMI	>30-50% AMI	>50-80% AMI	Total	0-30% AMI	>30-50% AMI	>50-80% AMI	Total
NUMBER OF HOUSEHOLDS								
Small Related	645	615	710	1,970	150	450	265	865
Large Related	500	645	55	1,200	45	215	4	264
Elderly	415	110	90	615	250	150	155	555

	Renter				Owner			
	0-30% AMI	>30- 50% AMI	>50- 80% AMI	Total	0-30% AMI	>30- 50% AMI	>50- 80% AMI	Total
Other	210	220	75	505	25	0	55	80
Total need by income	1,770	1,590	930	4,290	470	815	479	1,764

Data Source: 2016-2020 CHAS

The table below represents data of households of different makeups who have a cost burden greater than 50 percent of their income and no other substandard condition. While the data still reveals that owner occupied households are most impacted, the margin is much less in this category.

Cost Burden > 50%

	Renter				Owner			
	0-30% AMI	>30- 50% AMI	>50- 80% AMI	Total	0-30% AMI	>30- 50% AMI	>50- 80% AMI	Total
NUMBER OF HOUSEHOLDS								
Small Related	0	0	210	210	115	185	0	300
Large Related	0	0	195	195	45	165	0	210
Elderly	335	110	15	460	205	95	30	330
Other	0	190	40	230	15	0	0	15
Total need by income	335	300	460	1,095	380	445	30	855

Data Source: 2016-2020 CHAS

The tables below represents data of households who are overcrowded by more than one person per room. The data is representative of different household composition types. Renter-occupied single-family households are the most impacted. The difference between renter occupied and owner occupied households is the most significant.

Crowding

	Renter					Owner				
	0-30% AMI	>30-50% AMI	>50-80% AMI	>80-100% AMI	Total	0-30% AMI	>30-50% AMI	>50-80% AMI	>80-100% AMI	Total
NUMBER OF HOUSEHOLDS										
Single family households	480	630	420	184	1,714	10	25	65	40	140
Multiple, unrelated family households	25	40	45	95	205	0	0	80	45	125
Other, non-family households	30	20	0	20	70	35	0	0	0	35
Total need by income	535	690	465	299	1,989	45	25	145	85	300

	Renter					Owner				
	0-30% AMI	>30-50% AMI	>50-80% AMI	>80-100% AMI	Total	0-30% AMI	>30-50% AMI	>50-80% AMI	>80-100% AMI	Total

Data Source: 2016-2020 CHAS

Similar to the table above, this table solely represents households with children present.

The City is still reviewing this data and will populate the table once the data is confirmed.

	Renter				Owner			
	0-30% AMI	>30-50% AMI	>50-80% AMI	Total	0-30% AMI	>30-50% AMI	>50-80% AMI	Total
Households with Children Present								

Describe the number and type of single person households in need of housing assistance.

According to the American Community Survey 5-Year Estimates from 2016-2020, a total of 14.2% (or 2,9494 units) are made up of a single member household. This is an 11% decrease from the households reported in 2015. Service providers described a need for single room occupancy units and small affordable studios located within walking distance to transportation, amenities, grocery stores, and educational facilities. In 2020, the total number of studios was 693 units while one-bedrooms were 961 units. These consist of 5.5% of all housing units respectively. Overall, between 2010 and 2020, the distribution of building types has largely remained consistent in Madera.

Estimate the number and type of families in need of housing assistance who are disabled or victims of domestic violence, dating violence, sexual assault and stalking.

In 2020, the American Community Survey 5-Year Data reports that 12.2% (8,074) of Madera residents are disabled. Another .08% (541) residents are experiencing homelessness. The most recent Fresno Madera Point in Time Survey is from 2023. The HUD mandates an unsheltered point-in-time every other year therefore there is only sheltered data for the 2024 Point-In-Time survey. The Fresno-Madera Point in Time Count reports a total of 769 survivors of domestic violence. Additionally, many homeless adults reported experiencing a disability. A total of 36 percent reported a substance abuse disorder while another 33% reported a mental health problem.

What are the most common housing problems?

The most common housing problems have remained consistent over the past several years. Housing cost burdens and overcrowding continue to pose a challenge for Madera residents. The disparity between renter and owner households also remains significant. According to the housing problems as defined by HUD, renters are affected at a rate of close to five times that of owners, or 190 renters to 40 owners.

Are any populations/household types more affected than others by these problems?

The most common housing problems have remained consistent over the past several years. Housing cost burdens and overcrowding continue posing a challenge for Madera residents. The disparity between renter and owner households also remains significant. According to the housing problems as defined by HUD, renters are affected at a rate of close to five times that of owners, or 190 renters to 40 owners.

Describe the characteristics and needs of Low-income individuals and families with children (especially extremely low-income) who are currently housed but are at imminent risk of either residing in shelters or becoming unsheltered 91.205(c)/91.305(c)). Also discuss the needs of formerly homeless families and individuals who are receiving rapid re-housing assistance and are nearing the termination of that assistance.

Households that are severely cost burdened are at imminent risk of either residing in shelters or becoming unsheltered. This is especially true for renter households, which have higher rates of overpaying for housing. Additionally, households in the 0-30 percent AMI category (i.e. extremely low-income) are at most risk of becoming unsheltered because they are in the lowest income bracket, therefore a decrease of loss of income could mean the immediate loss of their home.

Single person households and small family households, more specifically the ones earning 0-30 percent AMI, are at imminent risk of becoming unsheltered. These households may not have the additional number of wage earners needed to cover the costs of housing, and as a result, may suffer a cost burden.

Households that are paying over 50 percent of their income on housing often must make difficult decisions related to what to pay and prioritize between housing, food, education, transportation, and childcare. With limited resources, one emergency or unplanned situation can force this household to become unsheltered. The most common services needed for these households to achieve stability include reliable transportation, health care, mental health resources, job search assistance and job training, and financial education.

If a jurisdiction provides estimates of the at-risk population(s), it should also include a description of the operational definition of the at-risk group and the methodology used to generate the estimates:

The City of Madera does not have specific estimates of the at-risk population beyond those available through the U.S. Census, American Community Survey (ACS) and other publicly available data sets.

Specify particular housing characteristics that have been linked with instability and an increased risk of homelessness.

The most common housing characteristics that have been linked with instability and an increased risk of homelessness include severe housing cost burden, unemployment, and mental or physical disabilities.

Discussion:

A shortage of affordable housing inventory is a key factor affecting households, specifically low and extremely low income households. While the level of need varies between owner and renter households, both are affected with household problems. The type of household also determines the level of need. Elderly households or households with at least one elderly person are impacted at a higher rate than a non-elderly household.

The increasing number of elderly persons in the population is creating more demand for affordable, accessible, and low-maintenance housing. As residents age, they may desire alternatives to single-family units. Another option for seniors looking to downsize is an Affordable Dwelling Unit (ADU). The City has developed a program to incentivize and promote ADU development to increase opportunities for lower-income households in lower-density, higher-opportunity areas of the City.

The needs of extremely low-income renter households experience both overpayment and overcrowding. According to the 2016-2020 HUD CHAS data, nearly 13.5 percent of extremely low-income households experience at least one type of housing problem. There is a particular need for extremely low-income including housing units designed for unhoused persons, multifamily rental housing, factory-built housing, mobile homes, housing for agricultural employees, supportive housing, single-room occupancy units, and workforce housing.

NA-15 Disproportionately Greater Need: Housing Problems – 91.205 (b)(2)

Assess the need of any racial or ethnic group that has disproportionately greater need in comparison to the needs of that category of need as a whole.

Introduction:

According to HUD, disproportionate need refers to any need for a certain race/ethnicity that is more than ten (10) percentage points above the demonstrated need for the total households within the jurisdiction at a particular income level. The tables and analyses below identify the share of households by race/ethnicity and income level experiencing one or more of the four housing problems outlined by HUD guidelines. When the ten-percentage point threshold is reached, that number is highlighted in yellow with bold text. The four housing problems are:

- Lacks complete kitchen facilities
- Lacks complete plumbing facilities
- More than one person per room
- Cost burden greater than 30%

Disproportionate need for each race/ethnicity is determined by calculating the share of the total number of households with one or more housing problems from each race/ethnicity and comparing that figure to the share of all Madera households at that income level that experience the problem. (Share of Race/Ethnicity = # of households for that race/ethnicity with

one or more housing problem / total # of households for that race/ethnicity). The “Share” column identifies what percentage of the population in that row is experiencing a housing problem. A group experiencing housing problems ten percentage points above Jurisdiction as a whole is considered to be experiencing a disproportionate need.

The tables below depict the number of housing problems by race/ethnicity and income level.

Among those Madera households earning 0-30% AMI, there are no race or ethnicity groups that experience a disproportionate need.

0%-30% of Area Median Income

Housing Problems	Has one or more of four housing problems	Has none of the four housing problems	Household has no/negative income, but none of the other housing problems	Share
Jurisdiction as a whole	2,345	495	0	83%
White	440	65	0	87%
Black / African American	130	205	0	39%
Asian	15	35	0	30%
American Indian, Alaska Native	0	0	0	0%
Pacific Islander	0	0	0	0%
Hispanic	1,760	174	0	91%

Data Source: 2016-2020 CHAS

Among those Madera households earning 30-50% AMI, Asian households experience a disproportionate housing need. The housing need for the jurisdiction as a whole is 82 percent. One hundred percent of the reported households experience at least one of the four housing problems. Since this is at least ten percentage points higher than the jurisdiction as whole, it constitutes a disproportionate need for this group.

30%-50% of Area Median Income

Housing Problems	Has one or more of four housing problems	Has none of the four housing problems	Household has no/negative income, but none of the other housing problems	Share
Jurisdiction as a whole	2,640	595	0	82%
White	330	190	0	63%
Black / African American	15	130	0	10%

Housing Problems	Has one or more of four housing problems	Has none of the four housing problems	Household has no/negative income, but none of the other housing problems	Share
Asian	95	0	0	100%
American Indian, Alaska Native	0	0	0	0
Pacific Islander	0	0	0	0
Hispanic	2,200	270	0	89%

Data Source: 2016-2020 CHAS

Among the Madera households earning 50-80% AMI, Black/African American households have a disproportionate housing need. The housing need for the jurisdiction as a whole is 56 percent. The need for this group is 96 percent, thereby exceeding the jurisdiction need by more than 10 percentage points.

50%-80% of Area Median Income

Housing Problems	Has one or more of four housing problems	Has none of the four housing problems	Household has no/negative income, but none of the other housing problems	Share
Jurisdiction as a whole	1,930	1,505	0	56%
White	360	300	0	55%
Black / African American	250	10	0	96%
Asian	10	10	0	50%
American Indian, Alaska Native	0	25	0	0%
Pacific Islander	0	0	0	0%
Hispanic	1,255	1,135	0	53%

Data Source: 2016-2020 CHAS

Among the Madera households earning 80-100% AMI, Black/African American households have a disproportionate housing need. The housing need for the jurisdiction as a whole is 38 percent. The need for this group is 57 percent, thereby exceeding the jurisdiction need by more than 10 percentage points.

80%-100% of Area Median Income

Housing Problems	Has one or more of four housing problems	Has none of the four housing problems	Household has no/negative income, but none of the other housing problems	Share
Jurisdiction as a whole	705	1,145	0	38%
White	100	190	0	34%
Black / African American	20	15	0	57%
Asian	0	25	0	0%
American Indian, Alaska Native	0	0	0	0%
Pacific Islander	0	0	0	0%
Hispanic	590	920	0	39%

Data Source: 2016-2020 CHAS

Discussion:

An understanding of racial and ethnic trends in a region contributes to an analysis of housing demand. According to the 2021 ACS data, Non-White populations in the City occupy multifamily units at a higher rate than White population. Race and ethnicity can be correlated to income levels. As of 2021, 80 percent of Madera residents of any race were Hispanic origin, and 20 percent were Non-Hispanic.

Disproportionate Housing Need Among All Residents

Approximately 83 percent of all extremely low-income households had at least one housing problem. There is no race/ethnicity that has a disproportionate.

Approximately 82 percent of all very low-income residents had at least one housing problem. Every resident (100 percent) in the Asian population has at least one of the four housing problems, thereby demonstrating a disproportionate need. No other race/ethnicity have a housing need disproportionately higher than the entire population.

A total of 56 percent of all low-income households had at least one housing problem. Of the Black population, 96 percent had at least one housing problem. This constitutes a disproportionate need. No other race/ethnicity has a disproportionate need.

Of the total low- moderate income households, 38 percent have at least one housing problem. In this category, the Black population also demonstrated a disproportionate need. A total of 57 percent of residents have at least one housing problem. No other races/ethnicities have a disproportionate need.

The data demonstrates the correlation between income levels and housing needs. As the income levels rise, the overall percentage of residents with a housing problem decreases.

Alternatively, there are a higher number of residents with a housing problem in the extremely low-income levels. This can be correlated to education levels, job attainment, or ability to maintain the residence.

The Black population demonstrated a disproportionate need in two income levels. It should be noted, this population is also one of the smallest in Madera, but the overwhelming majority of these households are living in substandard conditions

NA-20 Disproportionately Greater Need: Severe Housing Problems – 91.205 (b)(2)

Assess the need of any racial or ethnic group that has disproportionately greater need in comparison to the needs of that category of need as a whole.

Introduction:

Note that the tables below identify *severe* housing problems, as opposed to the tables above that identified non-severe housing problems. Severe housing problems differ from non-severe in two instances. Those differences are underlined below:

The four *severe* housing problems are:

- Lacks complete kitchen facilities
- Lacks complete plumbing facilities
- More than 1.5 persons per room
- Cost Burden greater than 50%

According to HUD, disproportionate need refers to any need for a certain race/ethnicity that is more than ten (10) percentage points above the demonstrated need for the total households within the jurisdiction at a particular income level. The tables and analyses below identify the share of households by race/ethnicity and income level experiencing one or more of the four housing problems outlined by HUD guidelines. When the ten-percentage point threshold is reached, that number is highlighted in **yellow and in bold**.

Disproportionate need for each race/ethnicity is determined by calculating the share of the total number of households with one or more housing problems from each race/ethnicity and comparing that figure to the share of all Madera households at that income level that experience the problem. (Share of Race/Ethnicity = “# of households for that race/ethnicity with one or more housing problem / total # of households for that race/ethnicity”). The “Share” column identifies what percentage of the population in that row is experiencing a housing problem. A group experiencing housing problems ten percentage points above *Jurisdiction as a whole* is considered to be experiencing a disproportionate need.

0%-30% of Area Median Income

Among the Madera households earning 0-30% AMI, no race/ethnicity group has a greater disproportionate housing need of severe household problems.

Severe Housing Problems 0 - 30% AMI

Severe Housing Problems*	Has one or more of four housing problems	Has none of the four housing problems	Household has no/negative income, but none of the other housing problems	Share
Jurisdiction as a whole	2,110	730	0	74%
White	380	125	0	75%
Black / African American	105	230	0	31%
Asian	15	35	0	30%
American Indian, Alaska Native	0	0	0	0%
Pacific Islander	0	0	0	0%
Hispanic	1,605	330	0	83%

Data Source: 2016-2020 CHAS

Among the Madera households earning 30-50% AMI, Asian households experience a greater disproportionate housing need of severe household problems. One hundred percent of their households have at least one of the four housing problems.

30%-50% of Area Median Income

Severe Housing Problems*	Has one or more of four housing problems	Has none of the four housing problems	Household has no/negative income, but none of the other housing problems	Share
Jurisdiction as a whole	1,680	1,550	0	52%
White	230	295	0	44%
Black / African American	0	145	0	0%
Asian	95	0	0	100%
American Indian, Alaska Native	0	0	0	0%
Pacific Islander	0	0	0	0%
Hispanic	1,360	1,110	0	55%

Data Source: 2016-2020 CHAS

Among the Madera households earning 50-80% AMI, Asian households experience a greater disproportionate housing need of severe household problems. One hundred percent of their households have at least one of the four housing problems.

50%-80% of Area Median Income

Severe Housing Problems*	Has one or more of four housing problems	Has none of the four housing problems	Household has no/negative income, but none of the other housing problems	Share
Jurisdiction as a whole	900	2,535	0	34%
White	115	545	0	17%
Black / African American	0	260	0	0%
Asian	10	10	0	100%
American Indian, Alaska Native	0	25	0	0%
Pacific Islander	0	0	0	0%
Hispanic	725	1,670	0	42%

Data Source: 2016-2020 CHAS

Among the Madera households earning 80-100% AMI, Black/African American households experience a greater disproportionate housing need of severe household problems. The percentage of the whole jurisdiction that experiences a greater need is 23 percent. Fifty seven percent of this groups' households have at least one of the four housing problems.

80%-100% of Area Median Income

Severe Housing Problems*	Has one or more of four housing problems	Has none of the four housing problems	Household has no/negative income, but none of the other housing problems	Share
Jurisdiction as a whole	430	1,425	0	23%
White	0	285	0	0%
Black / African American	20	15	0	57%
Asian	0	25	0	0%
American Indian, Alaska Native	0	0	0	0%

Severe Housing Problems*	Has one or more of four housing problems	Has none of the four housing problems	Household has no/negative income, but none of the other housing problems	Share
Pacific Islander	0	0	0	0%
Hispanic	410	1,100	0	27%

Data Source: 2016-2020 CHAS

Discussion:

Review and analysis of the data suggests that two groups suffer a disproportionate greater severe housing needs, Asians and Black/African Americans. Both groups are the minority population in Madera and both also experienced housing problems as described in NA -15.

The total households in the extremely low-income population (0 – 30% AMI with at least one housing problem is 2,110 or 74 percent of the population. There is no disproportionate greater need among any of the race/ethnicity groups. However, the Hispanic group is just one point below the threshold. The housing need for the jurisdiction as a whole is 74 percent, while the need for this group is 83 percent.

There is a disproportionate need for the Asian population in the very low-income population 30 – 50% AMI Asian households experience a greater disproportionate housing need of severe household problems. One hundred percent of their households have at least one of the four housing problems.

The Asian population also has a greater need in the low-income population 50 – 80% AMI . In this income level 34 percent of the whole population has at least one severe housing problem.

Finally, of the 430 households with at least one housing problem in the moderate-income population group 80 – 100% AMI, 23 percent are affected by one or more severe housing problems. The Black/African American households have a greater disproportionate severe housing need, with 57 percent (or 20 of the 35 households) experiencing at least one severe housing problem.

NA-25 Disproportionately Greater Need: Housing Cost Burdens – 91.205 (b)(2)

Assess the need of any racial or ethnic group that has disproportionately greater need in comparison to the needs of that category of need as a whole.

Introduction:

The data table below shows the number of households by income level and race/ethnicity that experience housing cost burdens. HUD defines a household as cost burdened if the household pays more than 30 percent of their income for housing. If a household pays 50 percent or more of their income on housing costs, HUD considers them severely cost burdened. A disproportionate housing cost burden is defined as any racial or ethnic group that exceeds the jurisdiction-wide rate that it more than ten (10) or more percentage points. Households that are disproportionately cost burdened may have difficulty affording other necessities such as food, clothing, transportation, and medical care.

Housing Cost Burden

Housing Cost Burden	<=30%	30-50%	>50%	No / negative income (not computed)
Jurisdiction as a whole	10,665	3,390	3,250	290
White	2,460	645	710	34
Black / African American	550	285	70	155
Asian	165	15	95	0
American Indian, Alaska Native	40	0	0	0
Pacific Islander	0	0	0	0
Hispanic	7,300	2,445	2,345	99

Data Source: 2016-2020 CHAS

Discussion:

To determine housing cost burden of a particular race/ethnic group, the same methodology applied in NA-15 and NA-20 is used. The cost burden of the jurisdiction as a whole is determined by taking the entire population, which is 17,595 households and determining the percentage with a cost burden. There are 3,390 households with a cost burden. This is equal to 19 percent of the whole population (3,390 divided by 17,595). There are 3,250 households with a severe housing cost burden or 18 percent. As a whole jurisdiction there are 10,665 households or 61 percent with no cost burden.

There are no race/ethnic groups with a greater cost burden in the 30-50% AMI. However, in the >50% AMI, Asian households are disproportionately severely cost burdened. Of the 275 households, 15 (or 5% are cost burdened) but 95 households are severely cost burdened. That

is equal to 35 percent of the households. When compared to the jurisdiction as a whole at this same AMI, this exceeds the threshold of 10 percentage points. Thus, resulting in a disproportionate need. This result is consistent with the data from NA-15 and NA-20 where the Asian group suffers a disproportionate housing and severe housing need.

NA-30 Disproportionately Greater Need: Discussion – 91.205(b)(2)

Are there any income categories in which a racial or ethnic group has disproportionately greater need than the needs of that income category as a whole?

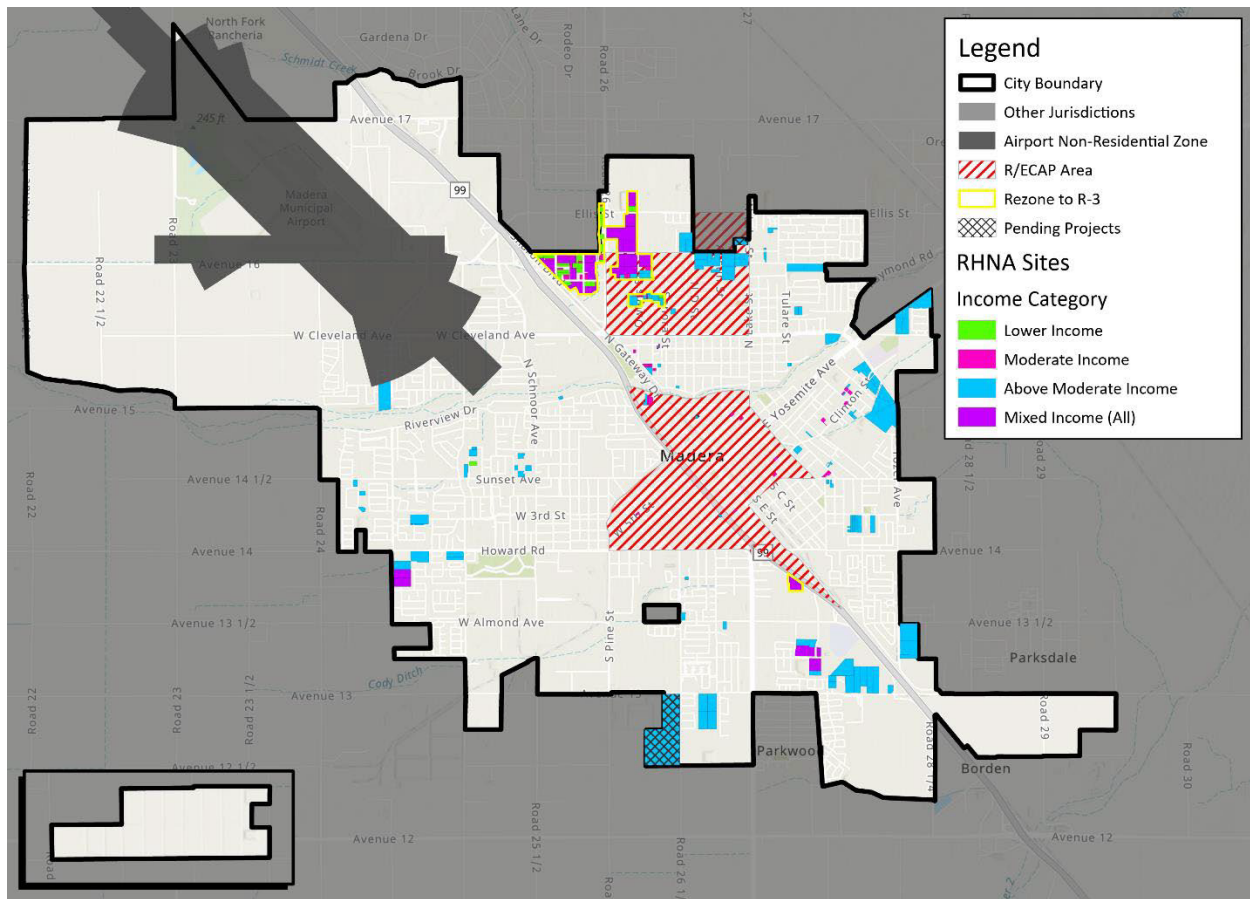
The data analyzed in the previous sections, NA-15, NA-20, and NA-25 suggest that Asians and Black/African Americans have greater disproportionate needs. The disproportionate need is most prevalent within the very-low to low-moderate income levels. The data did not suggest a disproportionate need in the extremely-low income category. Additional details related to the break down of the disproportionate needs can be found in NA-15, NA-20, and NA-25.

If they have needs not identified above, what are those needs?

There are no additional identified needs.

Are any of those racial or ethnic groups located in specific areas or neighborhoods in your community?

The eastern census tracts have higher non-white populations. The map below identifies two areas of poverty (otherwise referred to as R/ECAPs - Racially and Ethnically Concentrated Areas of Poverty). Both are located in the City in census tracts 6.04 and 8.00. The tracts are shown in the map below by income level.



R/ECAP Vicinity and RHNA Sites

0 0.5 1 Miles



NA-35 Public Housing – 91.205(b)

Introduction:

The Housing Authority of the City of Madera (HACM) serves as the designated Public Housing Agency (PHA) responsible for managing the public housing inventory and the Housing Choice Voucher (HCV), commonly known as Section 8 program in the City of Madera. HACM operates independently from the City of Madera, and the City administration retains no oversight or control over their programs or housing units.

HACM's mission is to provide housing opportunities for low, very low, and extremely low-income families through strategic program administration. The agency distributes an average of \$477,000 monthly towards rental assistance subsidies, totaling \$5.7 million annually. HACM receives public housing capital funds and capital reserves annually for modernization work for its public housing portfolio. The Capital Fund Operation reserves are an annual allocation.

HACM has an annual budget exceeding \$10 million, nearly all of which is restricted funding for its affordable housing programs, which ensures the continued operation of essential housing services. HACM's portfolio includes:

- 244 Public Housing Units, directly managed to support affordable housing stability
- 804 Housing Choice Vouchers, providing rental assistance to eligible households

Within the HCV program, HACM administers:

- 46 Project-Based Vouchers (PBVs), supporting dedicated units within developments
- 687 Tenant-Based Vouchers (TBVs), enabling families to secure privately-owned rental housing
- 54 Veterans Affairs Supportive Housing (VASH) Vouchers, assisting homeless veterans through HUD funding and VA services
- 17 Family Unification Program (FUP) Vouchers, serving families and youth aging out of foster care

While HACM does not currently administer designated special purpose vouchers for persons with disabilities, 259 households with a disabled family member receive rental assistance through the HCV program and 59 households in the public housing program.

The tables below include an analysis of public housing program types, characteristics of residents by program type, race of residents, and ethnicity of residents. It also includes a discussion of the Section 504 Needs Assessment, which describes the needs of public housing tenants and applicants on the waiting list for accessible units.

Totals in Use

	Program Type								
	Certificate	Mod-Rehab	Public Housing	Vouchers					
				Total	Project - based	Tenant - based	Special Purpose Voucher		
							Veterans Affairs Supportive Housing	Family Unification Program	Disabled *
# of units vouchers in use	0	0	244	804	46	687	54	17	0

*includes Non-Elderly Disabled, Mainstream One-Year, Mainstream Five-year, and Nursing Home Transition

Data Source: Housing Authority of the City of Madera

Characteristics of Residents

	Program Type								
	Certificate	Mod-Rehab	Public Housing	Vouchers					
				Total	Project - based	Tenant - based	Special Purpose Voucher		
							Veterans Affairs Supportive Housing	Family Unification Program	
Average Annual Income	0	0	\$27,292	\$21,054	\$19,887	\$22,579	\$18,500	\$23,249	
Average length of stay	0	0	10	8	3	9	6	3	
Average Household size	0	0	3	3	3	3	2	4	
# Homeless at admission	0	0	4	14	0	8	2	4	
# of Elderly Program Participants (>62)	0	0	107	227	15	194	17	0	
# of Disabled Families	0	0	101	257	17	221	19	1	
# of Families requesting accessibility features	0	0	N/A	N/A	0	N/A	N/A	N/A	

Program Type								
	Certificate	Mod-Rehab	Public Housing	Vouchers				
				Total	Project - based	Tenant - based	Special Purpose Voucher	
							Veterans Affairs Supportive Housing	Family Unification Program
# of HIV/AIDS program participants	0	0	0	0	0	0	0	0
# of DV victims	0	0	0	0	0	0	0	0

Data Source: Housing Authority of the Cit of Madera

Race of Residents

Program Type									
Race	Certificate	Mod-Rehab	Public Housing	Vouchers					
				Total	Project - based	Tenant - based	Special Purpose Voucher		
							Veterans Affairs Supportive Housing	Family Unification Program	Disabled *
White	0	0	225	492	38	422	19	13	0
Black/African American	0	0	9	97	2	87	6	0	0
Asian	0	0	4	9	1	7	0	1	0
American Indian/Alaska Native	0	0	3	18	1	17	0	0	0
Pacific Islander	0	0	1	5	1	4	0	0	0
Other	0	0	0	0	0	0	0	0	0
*includes Non-Elderly Disabled, Mainstream One-Year, Mainstream Five-year, and Nursing Home Transition									

Data Source: Housing Authority of the City of Madera

Ethnicity of Residents

Ethnicity	Certificate	Mod-Rehab	Public Housing	Program Type					
				Vouchers			Special Purpose Voucher		
				Total	Project - based	Tenant - based	Veterans Affairs Supportive Housing	Family Unification Program	Disabled *
Hispanic	0	0	215	407	31	355	7	14	0
Not Hispanic	0	0	25	208	12	178	18	0	0
*includes Non-Elderly Disabled, Mainstream One-Year, Mainstream Five-year, and Nursing Home Transition									

Data Source: Housing Authority of the City of Madera

Section 504 Needs Assessment: Describe the needs of public housing tenants and applicants on the waiting list for accessible units:

Data from the Housing Authority of the City of Madera (HACM) indicates that 40 families receiving public housing assistance include at least one member with a disability. Additionally, 4 families have specifically requested accessibility features in their units. Residents with disabilities may require a range of modifications to support mobility and independent living, including:

- Wider doorways for wheelchair access
- Accessible bathrooms with grab bars and roll-in showers
- Adaptive features that enable older adults to safely age in place

These accessibility considerations are critical to ensuring equal housing opportunities for residents with disabilities, reinforcing the need for continued investment in unit modifications and accommodations.

Most immediate needs of residents of Public Housing and Housing Choice voucher holders.

To increase self-sufficiency among public housing residents and voucher holders, proximity to public transit remains essential for access to healthcare, education, and employment services. Additionally, workforce development efforts are critical to improving economic mobility for assisted households.

Discussions with service providers have highlighted an urgent need for employment training programs, including:

- Soft skills development, such as interview techniques and professional communication
- Technical skills training, including welding, construction, basic computer literacy, and typing
- Application guidance, ensuring residents can navigate job-seeking processes effectively

Expanding access to workforce training and employment support can significantly enhance long-term housing stability, enabling residents to achieve financial independence and reduce reliance on rental assistance.

How do these needs compare to the housing needs of the population at large?

Public housing residents include significant numbers of elderly program participants and persons with disabilities. Compared to the population at large, these residents have a more substantial need for accessibility upgrades, especially mobility units with modifications such as walk-in showers, raised toilets, and grab bars.

Discussion:

The Low-Income Public Housing Program, administered by the U.S. Department of Housing and Urban Development (HUD), provides affordable rental housing for eligible low-income families, seniors, and individuals with disabilities. This program ensures access to decent, safe, and sanitary housing based on 30% of families adjusted monthly household income. HACM receives

an annual Public Operation Budget from HUD along with rental income for the public housing units.

Public housing units vary in size and type, ranging from single-family homes to multi-family units. HACM manages 244 units located at scattered sites throughout the City of Madera, including 19 single family homes under its public housing portfolio. HACM oversees resident eligibility, maintenance, and compliance with federal and state regulations.

Eligibility Criteria:

- Households must meet HUD-defined income limits, typically set at no more than 80% of the area median income (AMI).
- Applicants must qualify as U.S. Citizens or hold eligible immigration status
- PHAs assess applicants based on rental history and suitability to ensure a stable living environment.

Program Benefits:

- Provides stable, affordable housing for vulnerable population.
- Supports community development by maintaining well-managed housing stock.
- Ensure tenant protection and compliance with HUD housing quality standards.

Public housing plays a vital role in addressing housing affordability challenges, supporting economic stability, and fostering community well-being. The HCV program, commonly known as Section 8, provides rental subsidies to eligible low-income families who might not otherwise be able to afford to rent decent, safe, and sanitary housing in private rental markets. This federally funded program is administered by the U.S. Department of Housing and Urban Development (HUD) and supports housing stability for qualifying households. To be eligible, applicants must meet certain requirements such as:

- Meet income limits established by HUD
- Qualify as a U.S. citizens or hold eligible immigration status
- Pass a background check to ensure compliance with program requirements

Once awarded a voucher, families may select rental housing in the private market, giving them greater choice and flexibility in securing a home that meets their needs. The voucher can be portable, meaning a family can transfer to another jurisdiction (city or state) if they meet the eligibility criteria of the receiving agency. Before tenancy begins, the rental unit must pass HUD's Housing Quality Standards (HQS) and be rent reasonable, meaning the rental amount aligns with comparable unassisted rental units in the immediate area.

As part of the HCV program, HACM currently (2025) administers 733 Tenant-Based Vouchers in total. This includes:

- 687 Tenant-Based Vouchers (TBVs), provide families with the ability to select and lease rental housing in the private market

- 46 Project-Based Vouchers (PBVs) which are attached to specific housing units to ensure long-term affordability within designated properties

Project-Based Vouchers (PBVs) play a critical role in expanding access to stable, affordable housing. PHAs may allocate up to 20% of its total voucher assistance to specific housing units if the property owner:

- Rehabilitates or constructs new units, or
- Sets aside a portion of existing units within a development for voucher-holders

PBVs enhance housing stability and accessibility, while Tenant-Based Vouchers (TBVs) empower families with housing mobility by allowing them to secure safe, decent, and affordable rental units. Together, these programs contribute to the City's broader housing strategy, ensuring equitable access to rental assistance and addressing local affordability challenges.

As part of the Housing Choice Voucher (HCV) program, the Housing Authority of the City of Madera (HACM) administers multiple sub-programs that provide targeted rental assistance to vulnerable populations.

HACM currently administers 17 vouchers through the Family Unification Program (FUP), which serves families at risk of separation due to housing instability and youth aging out of foster care. FUP provides vouchers to:

- Families where the lack of adequate housing is a primary factor in the imminent placement of a child into out-of-home care or delays their return home.
- Youth between 18 and 21 years old who left foster care at age 16 or older and lack stable housing. Eligible youth receive up to 18 months of rental assistance to support their transition to independence.

HACM also administers 54 vouchers through the Veterans Affairs Supportive Housing (VASH) program, which provides rental assistance and supportive services for qualifying homeless veterans. Funded by HUD, VASH operates through a cooperative partnership that includes:

- Long-term case management and permanent housing support.
- Comprehensive services from the Department of Veterans Affairs, including support for physical and mental health, substance use recovery, and reintegration.
- A focus on stability and independence for veterans and their families.

This initiative addresses housing insecurity among veterans while promoting recovery, self-sufficiency, and permanent housing stability.

Demonstrated Need for Affordable Housing

The ongoing demand for rental assistance highlights the critical need for expanded housing resources. As of June 2025, 269 households remain on the HCV program waiting list, underscoring the continued gap in available affordable housing within the community.

Average Annual Household Income by Program

The Housing Authority of the City of Madera (HACM) serves a diverse population through its Public Housing and Housing Choice Voucher (HCV) Programs, with income levels reflecting the economic challenges faced by assisted households.

These figures underscore the financial need amount participating households, reinforcing the importance of rental assistance programs in providing housing stability.

Length of Program Participation:

Public housing residents remain in the program for an average of ten years, highlighting long-term housing support for vulnerable families. Similar trends exist within the HCV program, where voucher holders also demonstrate sustained reliance on rental assistance.

The data illustrates the critical role of HACM's affordable housing initiatives in addressing economic hardship, stabilizing low-income households, and promoting long-term housing security.

The Housing Authority of the City of Madera (HACM) serves a diverse population through its Public Housing and Housing Choice Voucher (HCV) Programs. The racial and ethnic composition of program participants reflect the local community's housing needs.

Public Housing Programs:

Among 244 households in the HACM's public housing inventory:

- 93% (225 households) are headed by a White head of household
- 0.04% (9 households) are headed by a Black/African American head of household
- 0.016% (4 households) are headed by an Asian head of household
- 0.012% (3 households) are headed by an American Indian/Alaska Native head of household
- 0.004% (1household) are headed by a Pacific Islander head of household

Housing Choice Voucher (HCV) Program:

- 492 households are headed by a White head of household
- 97 households are headed by a Black/African American head of household
- 9 households are headed by an Asian head of household
- 18 households are headed by an American Indian/Alaska Native head of household
- 5 household are headed by a Pacific Islander head of household

NA-40 Homeless Needs Assessment – 91.205(c)

Introduction:

The Fresno-Madera Continuum of Care (FMCoC), established in 2001, oversees local homeless assistance programs in the counties of Fresno and Madera. FMCoC acts as the coordinating body for the local area. The FMCoC performs the mandated annual homeless Point-in-Time (PIT) count and maintains a database of the homeless and homeless service providers called the Homeless Management Information System (HMIS). The Annual Point-in-Time count consists of data collected on the sheltered and unsheltered homeless population. Sheltered homeless include those occupying shelter beds on the night of the count. Data describing the characteristics of sheltered homeless persons are obtained from HMIS where possible or collected directly from providers. Unsheltered homeless are counted by direct observation, and PIT volunteers canvas the region by car and on foot during the chosen hours of the chosen night. A large subset of the unsheltered population is also interviewed, providing data that is then used to estimate demographic details of the unsheltered population as a whole at a single point-in-time.

HUD defines sheltered homeless as a person that resides in emergency housing (a shelter facility or in a hotel/motel paid for by charitable organizations or by Federal, State, or local governments), a warming center, transitional housing, and/or supportive housing for homeless persons. HUD defines unsheltered homeless as a person that resides in a place not meant for human habitation, such as cars, parks, sidewalks, abandoned buildings, or on the street. HUD defines chronically homeless as either, 1) an unaccompanied homeless individual with a disabling condition who has been continuously homeless for a year or more, or 2) an unaccompanied individual with a disabling condition who has had at least four episodes of homelessness in the past three years. The long-term or recurrent homelessness is defined as having lived on the streets or a place not meant for human habitation, in a safe haven, or in an emergency shelter for at least a year or at least on four separate occasions within the last three years.

Housing Needs Assessment

Population	Estimate the # of persons experiencing homelessness on a given night		*Estimate the # experiencing homelessness each year	*Estimate the # becoming homelessness each year	*Estimate the # exiting homelessness each year	*Estimate the # of days persons experience homelessness
	Unsheltered	Sheltered				
Persons in households with Adult(s) and Child(ren)	10	37				
Persons in households with only Child(ren)	0	0				
Persons in households with only Adults	288	206				
Chronically Homeless Individuals	82	48				
Chronically Homeless Families	0	0				
Veterans	14	22				
Un-accompanied Youth	6	9				
Persons with HIV	1	1				

*Data is unavailable. Please refer to the discussion below.

If data is not available for the categories "number of persons becoming and exiting homelessness each year," and "number of days that persons experience homelessness," describe these categories for each homeless population type (including chronically homeless individuals and families, families with children, veterans and their families, and unaccompanied youth):

The most recent Fresno Madera Point in Time Survey is from 2023. HUD mandates an unsheltered point-in-time every other year therefore there is only sheltered data for the 2024 Point-In-Time survey. The data from the 2023 Fresno-Madera Continuum of Care, Point-in-Time Count suggests there were 323 sheltered and 401 unsheltered persons in Madera. Of these, 37 households with adults and children were sheltered, while 10 were unsheltered. There was a total of 206 adult only sheltered households and 288 unsheltered. There were 48 sheltered households with chronically homeless individuals and 82 unsheltered households. A total of 22 sheltered and 14 unsheltered households were veterans. There were 9 sheltered and 6 unsheltered unaccompanied youth households. Finally, there was 1 sheltered and 1 unsheltered household with a person with HIV/AIDS.

Additionally, in 2024, FMCoC conducted a Sheltered Point-in-Time Count. The total number of sheltered households in Madera County was 190. There is no additional data for this PIT.

Estimate the number and type of families in need of housing assistance for families with children and the families of veterans.

The 2023 FMCoC Point In Time Count accounts for homeless persons in Madera and Fresno, CA. A total of 4,493 persons were surveyed on January 24, 2023. Of these survey respondents, approximately 7 percent of homeless persons were households with adults and children (303 persons) in Madera. U. S. military veterans accounted for 6 percent (235 persons) of the entire population.

The Point in Time survey reflects how many homeless persons may be homeless on any given day. It also assists counties to determine the bed inventory a jurisdiction may need for homeless persons. Madera's documented need per the 2023 survey is 500 homeless persons.

Describe the Nature and Extent of Homelessness by Racial and Ethnic Group.

The breakdown of racial and ethnic group according to the 2023 FMCoC Point in Time survey for Madera homeless persons is as follows:

Race

White: 110 Sheltered, 158 unsheltered

Black or African American: 55 Sheltered, 58 Unsheltered

Asian: 1 Sheltered, 1 Unsheltered

American Indian/Alaska Native: 9 Sheltered, 24 Unsheltered

Pacific Islander: 1 Sheltered, 3 Unsheltered

Multiple Races/Other: 24 Sheltered/ 44 Unsheltered

Ethnic Group

Hispanic/Latino: 94 Sheltered, 138 Unsheltered

Non-Hispanic/Non-Latino: 112 Sheltered, 156 Unsheltered

It should be noted that while the majority of the City's population is Hispanic/Latino, there were more Non-Hispanic/Non-Latino participants. This may be attributed to an unwillingness to share any information for reasons related to citizenship status. However, it may also be an opportunity for the FMCoC and the City to focus outreach efforts in the underserved segments of the Hispanic/Latino population.

Nature and Extent of Homelessness:

Race:	Sheltered:	Unsheltered
White	110	158
Black or African American	55	58
Asian	1	1
American Indian or Alaska Native	9	24
Pacific Islander	1	3
Ethnicity:	Sheltered:	Unsheltered
Hispanic	94	138
Non-Hispanic	112	156

Describe the Nature and Extent of Unsheltered and Sheltered Homelessness.

As previously stated, there were a total of 4,493 survey respondents during the 2023 Point in Time count in 2023. This is a 7 percent increase from 2022. Of these, 541 homeless persons live in Madera. Data representing solely the Madera homeless population is limited.

In terms of sheltered status, there were 336 sheltered and 205 unsheltered homeless persons in Madera. The table below provides additional details related to the homeless population.

Homeless Population	2022			2023			% Change	% Total
	Unsheltered	Sheltered	Total	Sheltered	Unsheltered	Total		
City of Madera	73	150	223	205	336	541	142.6%	12.0%
Madera County	55	0	55	140	0	140	154.5%	3.1%
Fresno and Madera Region Total	2,338	1,878	4,216	2,758	1,735	4,493	6.6%	100%

Discussion:

Among the FMCoC's homeless population at the time of the count, 2,758 (61 percent) were unsheltered, 1,431 were staying at an emergency shelter, and 304 (7 percent) were enrolled in a transitional housing program. Single adults and couples accounted for 86 percent while persons in family households accounted for 14 percent. Many homeless adults reported experiencing a disability, including 36 percent who reported a substance abuse disorder and 33 percent who reported a mental health problem.

Additional data describing the homeless population is as follows:

- 1,500 persons (33 percent) were chronically homeless
- 389 persons (9 percent) were under 18
- 34 (1 percent) were 64 or older

Among the homeless adults in the FMCoC:

- 769 (19 percent) identified as victims of survivors of domestic violence
- 235 (6 percent) were US military veterans
- 34 (1 percent) had an HIV/AIDS related illness

On January 24, 2023 there were 3,814 year-round beds available for homeless and formerly homeless persons, a 25 percent decrease from 5,101 beds in 2022. The FMCoC's year-round bed inventory in 2023 included 1,480 emergency shelter beds, 349 transitional housing beds, 441 rapid rehousing beds (or vouchers), 1,491 permanent supportive housing beds (or vouchers) and 53 other permanent housing beds.

In Madera, there are two facilities with 127 total beds for persons experiencing homelessness.

NA-45 Non-Homeless Special Needs Assessment - 91.205 (b,d)

Introduction:

Certain groups may have more difficulty finding housing and may require specialized services or assistance. Due to their special circumstances, they are more likely to be low-income. These groups include the following: elderly persons, including frail elderly; persons with disabilities, including developmental disabilities; large households; single female-headed households; and farmworkers.

Describe the characteristics of special needs populations in your community:

Due to special needs or circumstances related to income, family or household characteristics, age, and disability, certain groups have historically had greater difficulties finding quality affordable housing. They also often have a higher prevalence of special circumstances leading to housing problems such as lower incomes, higher housing cost burdens, and higher rates of overcrowding. State law therefore requires evaluation of housing needs of these groups, in particular senior households, female-headed households, persons with physical, mental and developmental disabilities, large households, and farmworkers.

The table below provides an overview of the special needs groups in Madera as of 2020.

Special Needs Group	# of People	% of Population
Persons with Disability	8,074	12.2%
Persons Experiencing Homelessness	541	0.8%
Farmworkers	15,654	23.6%
Special Needs Group	# of Households	% of Households
Households Age 65+	1,908	10.8%
Large Households	5,068	28.8%
Female-Headed Households	3,351	19.0%
Extremely Low-Income Households	519	5.9%

Elderly

The US Census defines persons 65 years of age and older as elderly. The City of Madera's elderly population has special housing needs associated with affordability, maintenance, and upkeep of their homes, as well as physical access. Elderly persons are more likely to have fixed incomes and have a substantial portion of their financial resources in non-liquid assets, such as property. They often spend a higher percentage of their income on food, housing, medical care, and personal care comparative to non-elderly persons. Elderly persons may have special needs related to housing location and construction. Because of limited mobility, elderly persons typically need closer access to medical services, shopping, public transit, and other amenities. In terms of housing construction, elderly persons may need ramps, handrails, elevators, lower cabinets and counters, and special security devices to allow for greater self-protection. In addition, the elderly may require assistance with housekeeping, maintenance, and repairs to remain in their own homes for as long as possible.

According to the 2016-2020 ACS Survey of people aged 65 and above, 18.9 percent have one type of disability and 26.5 percent have two or more disabilities. Additionally, the 2020 median income for households with a resident 65 or older was \$39,548. The lower income is likely because fewer elderly persons are working full-time, and most income comes from a fixed income such as Social Security and/or part-time work. Further, 39.6 percent of all elderly households experience some type of housing problem.

Farmworkers

Traditionally, agricultural workers are defined as persons whose primary incomes are earned through permanent or seasonal agricultural labor. The 2021 ACS found that approximately 5,565 Madera residents were employed in the agriculture, forestry, fishing and hunting, and mining industry. This equates to about 21 percent of all employed individuals in the City over 16 years old.

Among other issues, farmworker typically face low wages, leading to high rates of housing cost burden for farm working families. According to the Bureau of Labor Statistics, California’s mean farmworker wages range from \$30,370 to \$42,480 per year and the median wage for farmworkers in Madera in 2020 was \$33,000 (\$15.87 per hour).

Large Households

State Housing Law defines large households as those consisting of five or more members. Large households are considered a special needs group because it may be difficult for these households to secure adequately sized, affordable housing. In order to balance affordable housing along with other financial responsibilities, large households tend to reside in smaller dwelling units, which may lead to overcrowding.

In 2020, approximately 28 percent (5,068) of Madera’s 17,598 households were considered large households. Of those large households, 23.8 percent (2,121) lived in owner-occupied units, while 33.9 percent (2,947) lived in rental housing. Between 2010 and 2020, the percentage of large households in the City remained unchanged, however the distribution between renters and homeowners of large households increased marginally. In 2010, approximately 26 percent (4,104) of Madera’s 15,857 households were considered large households. Of those large households in 2010, 20 percent (1,631) lived in owner-occupied units, while 32 percent (2,473) lived in rental housing.

In the City of Madera, the proportion of large households that are owners (23.8 percent) is significantly lower to the general proportion of ownership households citywide (50.6 percent). Based on HUD’s 2016-2020 CHAS data shown in the table below, 58.7 percent of large households in Madera are in one of the lower-income categories.

Housing Area Median Family Income (HAMFI) Distribution, Large Households

Income	Madera	
	Number	%
Less than or equal to 30% of HAMFI	1,215	13.6%
Greater than 30% but less than or equal to 80% of HAMFI	2,265	25.3%
Greater than 50% but less than or equal to 80% of HAMFI	1,769	19.8%
Greater than 80% but less than or equal to 100% of HAMFI	1,159	13%
Greater than 100% of HAMFI	2,540	28.4%

Total	8,947	100%
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Large households tend to have more difficulty purchasing housing due to the financial constraints of supporting a larger household and because there is limited housing stock of adequate size. Additionally, rental units with three or more bedrooms are not common, and large affordable rental units are even less common. This can lead to overcrowded housing conditions.

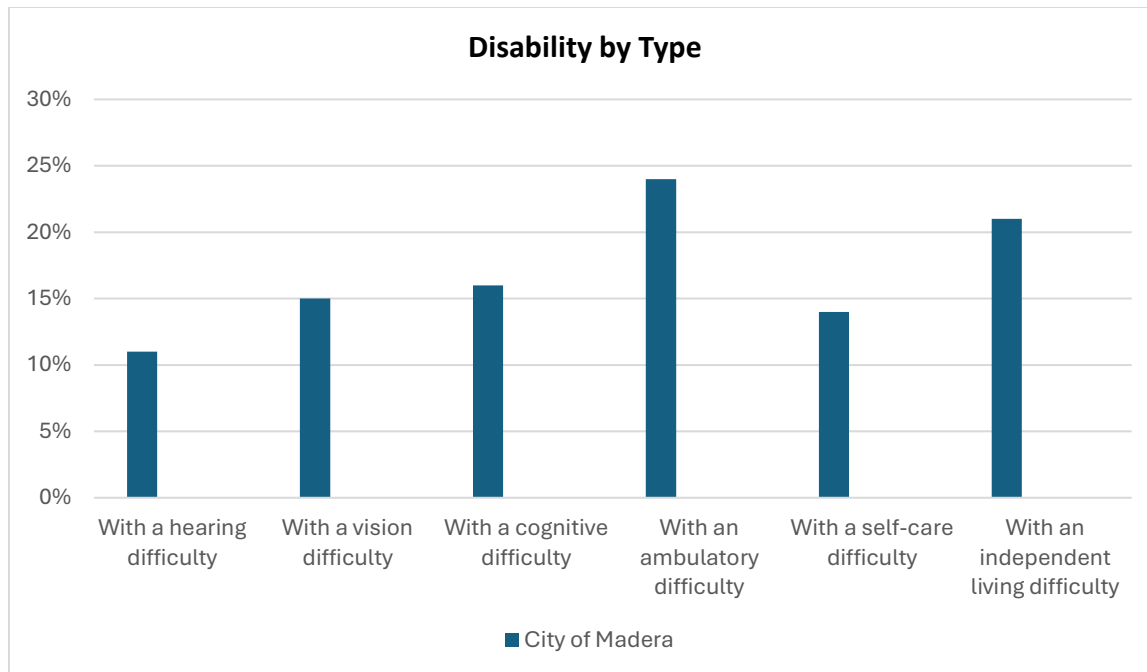
Female-Headed Households

Female-headed households who do not have a spouse present are a special needs group because they tend to experience comparatively lower rates of homeownership, lower incomes, and higher poverty rates. Female-headed households are often further characterized by whether they have children in the household. In 2020, 19 percent of households in the City of Madera were female-headed households. Female-headed households in the City have a homeownership rate of 11.8 percent. Of the 3,351 female-headed households in the City of Madera, 11.4 percent had children under 18.

Disabilities

People living with disabilities may have a wide range of housing needs, depending on the type and severity of their disability. Housing affordability is a major concern for individuals with disabilities, particularly for those whose disability impacts their income earning potential. Based on the 2016–2020 ACS, there are 7,658 individuals, or 11.8 percent of the population, living with at least one form of disability in Madera. Ambulatory issues are the highest reported disability Countywide. A large population with walking difficulty creates a need for single-story housing, elevators, transit access, wheelchair access, larger homes for live-in help, and proximity to health facilities. For many in need of live-in help or living assistance, accessory dwelling units (ADUs) may serve as a caregiver unit.

The figure below provides additional detail on disability type.



What are the housing and supportive service needs of these populations and how are these needs determined?

City recently updated its Housing Element for the 2024-2032 planning period. This development process included local community engagement. Through this process, local needs for high-risk populations were determined.

Elderly

The increasing number of elderly persons in the population is creating more demand for affordable, accessible, and low-maintenance housing. As residents age, they may desire alternatives to single-family units, opting for smaller multifamily units or assisted care living. Based on the demographic trends, the need for senior housing is considered a high priority.

Farmworkers

A report prepared for the Housing Authority of the City of Madera and the Darrin M. Camarena Health Centers, Inc., was developed to present the needs and issues of agricultural workers in Madera County. The study included stakeholder surveys and focus groups to identify current and future health and housing needs of farmworkers. The study concluded that factors such as very low wages, the seasonal nature of farm labor, and the rising housing costs in the Central Valley pose serious constraints for Madera agricultural workers to obtain adequate affordable housing. Undocumented workers are ineligible for government-sponsored housing programs, challenging their ability to obtain affordable housing.

Large Households

CHAS 2016–2020 data indicates that 58 percent of large household's experience at least one of the housing problems (incomplete kitchen facilities, incomplete plumbing facilities, more than 1

person per room, and cost burden greater than 30 percent). Sixty five percent of large households have at least one housing problem.

However, these figures do not consider if it is actually large households that occupy these housing units. Sixteen percent of large households in the City experience a cost burden and 9 percent experience a severe cost burden. Large household renters have a higher overpayment rate than homeowners, at 23 percent and 7 percent, respectively.

Female-Headed Households

In the City of Madera, 28.9 percent of households below the poverty line are female-headed households (1,172 households). This is attributed to solely one-income. Female-headed households are also cost-burdened and experience at least one housing problem.

Disabilities

Many developmentally disabled persons are able to live and work independently. However, more severely disabled individuals require a group living environment with supervision, or an institutional environment with medical attention and physical therapy. When developmental disabilities exist before adulthood, the first housing issue for that individual is the transition from living with a parent/guardian as a child to an appropriate level of independence as an adult.

A number of housing types are appropriate for people living with a developmental disability, including rent-subsidized homes, licensed single-family homes, and homes available through the Housing Choice Voucher program. The design of housing accessibility modifications, the proximity to services and transit, and the availability of group living opportunities represent some of the considerations that are important in serving this group. Incorporating barrier-free designs in all new multifamily housing is especially important in housing for disabled residents.

Discuss the size and characteristics of the population with HIV/AIDS and their families within the Eligible Metropolitan Statistical Area:

The California Department of Public Health California HIV Surveillance Report – 2023 summarizes information about people diagnosed with HIV infection. In summary:

- There were 24 new AIDS/HIV diagnosis in 2023
- 289 persons living with diagnosed HIV infection
- 56.6 percent of the infected population is Hispanic/Latino
- An overwhelming majority, 81 percent, is male
- The highest rate of diagnosis is 19 percent among the population between the ages of 30 to 34

If the PJ will establish a preference for a HOME TBRA activity for persons with a specific category of disabilities (e.g., persons with HIV/AIDS or chronic mental illness), describe their unmet need for housing and services needed to narrow the gap in benefits and services received by such persons. (See 24 CFR 92.209(c)(2) (ii))

Madera will not establish a preference for a HOME TBRA activity for persons with a specific category of disabilities.

Discussion:

An analysis of the housing in the City of Madera reveals a number of trends.

- Population. The population grew by 8 percent from 2010 to 2020, to 66,224 people.
- Demographics. Adults ages 45 to 54 are the fastest growing age group in the City, and now comprise 11 percent of the population. While adults ages 25 to 34 remain the largest age group in the City (15 percent), the proportion of adults ages 25-34 and 35-44 remained constant since 2010.
- Race and Ethnicity. The Hispanic or Latino population continues to grow, comprising 80 percent (75 percent increase since 2010). The Black/African American and Asian population in the City continues to decline and currently makes up 2.3 percent and 1.8 percent of the total population, respectively.
- Household Income. The median household income in Madera was \$67,454 in 2022, according to the American Community Survey. Based on HUD's income definitions, about 54 percent of the City's households are considered lower income.
- Overpayment. The City's households spend a large proportion of their income on rent. In 2022, 62 percent of households spent 30 percent or more on rent and 35 percent of households spent 50 percent or more of their income on rent.
- Farmworkers. In 2020, Farmworkers comprised 24 percent of City's population. Additionally, farmworkers in the City make an annual median wage of \$33,000 which falls within the lower end of the Very Low income category.
- Large Households. Households of five-persons or more make up nearly 29 percent of the total households in the City of Madera. Of the 5,068 large households, 58 percent rent.

NA-50 Non-Housing Community Development Needs – 91.215 (f)

Describe the jurisdiction's need for Public Facilities:

While public facilities were not directly identified as a priority need, economic development emerged as a critical need, with strong support for redevelopment or demolition of abandoned properties as well as improvements for storefronts, financial assistance for community organizations and financial assistance to entrepreneurs and local businesses.

How were these needs determined?

The City released a community survey to assess local needs. Over one hundred residents responded. As a result, key priorities among residents were identified.

Describe the jurisdiction's need for Public Improvements:

Community infrastructure and service needs categorized most important were redevelopment or demolition of abandoned properties.

How were these needs determined?

The City released a community survey to assess local needs. Over one hundred residents responded. As a result, key priorities among residents were identified.

Describe the jurisdiction's need for Public Services:

In terms of public services, the highest rated priorities included child abuse prevention, drug abuse education/ crime prevention, medical and dental services, senior services, as well as after school services and/or other youth services and neighborhood cleanups. Addressing homelessness was another major concern, with homelessness prevention, outreach to homeless persons and access to homeless shelters being rated highly important.

How were these needs determined?

The City released a community survey to assess local needs. Over one hundred residents responded. As a result, key priorities among residents were identified.

Housing Market Analysis

MA-05 Overview

Housing Market Analysis Overview:

The purpose of the Market Analysis is to provide a clear picture of the environment in which the City of Madera administers its programs over the course of the Consolidated Plan period (2025-2029). In conjunction with the Needs Assessment, the Market Analysis provides the basis for the Strategic Plan, including the programs and projects administered under the Plan.

A thorough overview will touch on the key points of the following sections:

MA-10 Units Available

There were 8,910 owner-occupied units and 8,690 renter-occupied units in Madera, for a total of 17,600 housing units. Approximately 50 percent of housing units in the City have 3 or more bedrooms. Additionally, there are 18,710 units of different property types. Seventy four percent of the units are single units.

MA-15 Cost of Housing

In 2020 the median home value in the City of Madera was \$237,500 an increase of 54 percent from 2009. The median rent is \$894 which is a 13 percent increase between 2009 and 2020.

MA-20 Condition of Housing

The total number of owner-occupied households is 8,910. Renter-occupied households are slightly less with 8,690 total units. Despite the minimal difference in quantity, there is a significant difference in the overall condition of the units. The majority owner-occupied households in the City, 70 percent (or 6,205 households), had no indication of substandard housing conditions. While only 34 percent of renter-occupied households (2,970) lived in a unit with no substandard condition. About 70 percent (6,160) of all housing units (both owner- and renter-occupied units) in Madera were built before 1980, and as a result, may be at risk of a lead-based paint hazard, which was used in residential units until 1978, when it was prohibited.

MA-25 Public and Assisted Housing

The Housing Authority of the City of Madera owns 244 public housing and administers 804 Housing Choice Vouchers. There are vouchers for those underserved populations such as veterans and family unification available.

MA-30 Homeless Facilities

A variety of housing facilities and services are offered to homeless individuals by organizations within Madera, including Emergency Shelters, Transitional Housing, and Permanent Supportive housing options. There are 96 Emergency Shelter beds available in Madera. There are 23 Transitional Housing beds available. There are 15 Permanent Supportive housing for individuals with disabilities.

MA-35 Special Needs Facilities

There are certain segments of the population with special needs that may have difficulty finding community social services facilities as well as special supportive and housing services due to their special needs. Also, these special needs populations often have an increased need for housing, services, and facilities. Through public and private partnerships, the City of Madera continues to strive to provide services and safe, and decent, and affordable housing.

MA-40 Barriers to Affordable Housing

The provision of affordable housing can be constrained by a number of factors, such as public policies on housing and residential investment, including land use controls, residential development standards, off-site improvements, and the permit and approval process.

MA-45 Non-Housing Community Development

The major employment sectors in the City are agriculture, education and health care services, retail, and manufacturing. Approximately 66 percent of Madera residents have at least a high school diploma or equivalent. Approximately 74 percent have a college degree or higher. Individuals who earned the highest educational attainment level have the highest median earnings (\$65,481), while individuals who earned the lowest educational attainment level, less than a high school graduate, have the lowest median earnings (\$20,605) – a difference close to \$45,000 annually.

MA-10 Number of Housing Units – 91.210(a)&(b)(2)

Introduction

This section discusses the housing stock in Madera, including change in housing units, unit size, and unit type. By analyzing past and current housing trends in the housing stock, future housing needs can be assessed.

The following two tables include data related to the current property types and sizes. Most of the available housing units in Madera have two or three bedrooms.

All residential properties by number of units

Property Type	Number	%
1-unit detached structure	13,860	74%
1-unit, attached structure	350	2%
2-4 units	2,105	11%
5-19 units	1,395	7%
20 or more units	790	4%
Mobile Home, boat, RV, van, etc	210	1%
Total	18,710	100%

Data Source: 2016-2020 ACS

Unit Size by Tenure

	Owners		Renters	
	Number	%	Number	%
No bedroom	85	1%	610	7%
1 bedroom	35	0%	925	11%
2 bedrooms	830	9%	2,785	32%
3 or more bedrooms	7,960	89%	4,370	50%
Total	8,910	99%	8,690	100%

Data Source: 2016-2020 ACS

Describe the number and targeting (income level/type of family served) of units assisted with federal, state, and local programs.

There are many sources of affordable housing in the City of Madera. This subsection starts by discussing housing provided by the Housing Authority of the City of Madera (HACM) and housing targeted to the homeless population. Additional information about assisted housing (managed by other providers) is presented in Section MA-25 Public and Assisted Housing, below.

The Low-Income Public Housing Program, administered by the U.S. Department of Housing and Urban Development (HUD), provides affordable rental housing for eligible low-income families, seniors, and individuals with disabilities. This program ensures access to decent, safe, and sanitary housing based on 30% of families adjusted monthly household income. HACM receives an annual Public Operation Budget from HUD along with rental income for the public housing units.

Public housing units vary in size and type, ranging from single-family homes to multi-family units. HACM manages 244 units located at scattered sites throughout the City of Madera, including 19 single family homes under its public housing portfolio. HACM oversees resident eligibility, maintenance, and compliance with federal and state regulations.

The Housing Choice Voucher (HCV) program, commonly known as Section 8, provides rental subsidies to eligible low-income families who might not otherwise be able to afford to rent decent, safe, and sanitary housing in private rental markets. This federally funded program is administered by the U.S. Department of Housing and Urban Development (HUD) and supports housing stability for qualifying households.

As part of the HCV program, the Housing Authority of the City of Madera (HACM) administers multiple sub-programs that provide targeted rental assistance to vulnerable populations.

HACM currently administers 17 vouchers through the Family Unification Program (FUP), which serves families at risk of separation due to housing instability and youth aging out of foster care. FUP provides vouchers to:

- Families where the lack of adequate housing is a primary factor in the imminent placement of a child into out-of-home care or delays their return home.

- Youth between 18 and 21 years old who left foster care at age 16 or older and lack stable housing. Eligible youth receive up to 18 months of rental assistance to support their transition to independence.

HACM also administers 54 vouchers through the Veterans Affairs Supportive Housing (VASH) program, which provides rental assistance and supportive services for qualifying homeless veterans. Funded by HUD, VASH operates through a cooperative partnership that includes:

- Long-term case management and permanent housing support
- Comprehensive services from the Department of Veterans Affairs, including support for physical and mental health, substance use recovery, and reintegration
- A focus on stability and independence for veterans and their families

As part of the HCV program, HACM currently (2025) administers 733 Tenant-Based Vouchers in total. This includes:

- 687 Tenant-Based Vouchers (TBVs), provide families with the ability to select and lease rental housing in the private market
- 46 Project-Based Vouchers (PBVs) which are attached to specific housing units to ensure long-term affordability within designated properties

The average annual income for a resident of public housing is \$27,972 while the average annual income for a voucher assisted family (HCV) is 21,054. The average annual income for FUP households is \$23,249 and for VASH households is \$18,500.

Provide an assessment of units expected to be lost from the affordable housing inventory for any reason, such as expiration of Section 8 contracts.

HACM's mission is to provide housing opportunities for low, very low, and extremely low-income families through strategic program administration. The agency distributes an average of \$477,000 monthly towards rental assistance subsidies, totaling \$5.7 million annually. HACM receives public housing capital funds and capital reserves annually for modernization work for its public housing portfolio. The Capital Fund Operation reserves are an annual allocation. With an annual budget exceeding \$10 million, nearly all of which is restricted funding for its affordable housing programs, ensures the continued operation of essential housing services.

HACM's portfolio currently (2025) includes:

- 244 Public Housing Units, directly managed to support affordable housing stability
- 804 Housing Choice Vouchers, providing rental assistance to eligible households

If federal funding remains consistent, none of the units or vouchers are at risk of expiring in the current or subsequent 5-year planning period.

Does the availability of housing units meet the needs of the population?

In 2020, the Census reported 18,713 housing units in the City. Approximately 50% are owner occupied while 49% are renter occupied.

A total of 38 percent (13,290) of renter households are cost-burdened and another 11.5 percent are severely cost burdened. In comparison, 24.3 percent of owner households are cost burdened, and 12.2 percent are severely cost burdened. Hence, renter households are most impacted by housing costs.

In 2021, the American Community Survey reported approximately 1,665 households, roughly 9 percent of households, in the City of Madera, were experiencing overcrowding or severe overcrowding in 2021. This includes 426 owner-occupied and 1,239 renter-occupied households.

Therefore, the available housing units does not meet the demand of the population.

Describe the need for specific types of housing:

Through the consultation and public meeting process, rental housing for low-income people, increasing temporary shelters, apartments for those with disabilities, specialized housing (congregate-style units) for agricultural workers, and additional resources to improve the quality of existing apartments were identified as specific needs.

Discussion

The availability of affordable housing remains in demand in Madera and will remain a priority during the period of this Plan. The most common unit size for renter-occupied units was 3-bedroom units, followed by 2-bedroom units. The most common size for owner-occupied units was 3-bedroom units, followed by 4-bedroom units. Diversifying Madera's housing stock to include more affordable multifamily housing in both rental and ownership forms has the potential to provide more affordable and diverse housing options. Affordable multifamily housing can also be beneficial for seniors, people with disabilities, and those who prefer less home maintenance or do not need the yard space characteristic of single-family properties.

MA-15 Housing Market Analysis: Cost of Housing - 91.210(a)

Introduction

Housing affordability is an important factor for evaluating the housing market, as well as quality of life, as many housing problems are directly related to the cost of housing. HUD measures affordability by the number of households paying no more than 30 percent of their gross income towards housing costs, including utilities.

The following tables provide data related to housing affordability including average home values, average rent paid, housing affordability based on household earnings, and fair market rents by bedroom.

Cost of Housing

	Base Year: 2009	Most Recent Year: 2020	% Change
Median Home Value	153,800	237,500	54%
Median Contract Rent	788	894	13%

Data Source: 2000 Census (Base Year), 2016-2020 ACS (Most Recent Year)

Rent Paid	Number	%
Less than \$500	1,165	13.4%
\$500-999	4,440	51.1%
\$1,000-1,499	2,650	30.5%
\$1,500-1,999	375	4.3%
\$2,000 or more	48	0.6%
Total	8,678	99.9%

Data Source: 2016-2020 ACS

Housing Affordability

Number of Units affordable to Households earning	Renter	Owner
30% HAMFI	500	No Data
50% HAMFI	1,760	220
80% HAMFI	5,875	1,825
100% HAMFI	No Data	3,055
Total	8,135	5,100

Data Source: 2016-2020 CHAS

Monthly Rent

Monthly Rent (\$)	Efficiency (no bedroom)	1 Bedroom	2 Bedroom	3 Bedroom	4 Bedroom
Fair Market Rent	1,099	1,106	1,433	2,008	2,293
High HOME Rent	981	1,053	1,264	1,452	1,600
Low HOME Rent	770	825	990	1,143	1,275

Data Source: HUD FMR and HOME Rents

Is there sufficient housing for households at all income levels?

According to the 2016-2020 CHAS data, most (approximately 50 percent of both owner-occupied and renter-occupied households) are cost burdened. Extremely low-, very low-income, and low-income households have a difficult time locating affordable housing. Housing is generally not affordable to low- and moderate-income residents. The City has minimal affordable housing units dedicated to extremely low-income households.

How is affordability of housing likely to change considering changes to home values and/or rents?

Home values in the City decreased by 3.2 percent between July 2022 and July 2023, from \$532,236 to \$515,403. Since a household can typically qualify to purchase a home that is 2.5 to 3.0 times the annual income of that household, the City's median income of about \$49,358 implies that the median sales price should be between \$123,395 and \$148,074.2. The home value index of approximately \$394,746 indicates a high potential for housing cost burden in the City.

In 2021, the median rental price in Madera was \$1,086. This is a 14 percent increase from the 10-year low of \$949 in 2015. The City has seen a steady increase in rental prices since 2015, with the exception being around 2018. It should be noted that these median rental prices do not fully capture the housing market effects of the global COVID-19 pandemic. One of the economic impacts seen in California during the COVID-19 pandemic was a rapid increase in home prices, potentially caused by a rapid increase in remote work and higher demand for housing in suburban settings such as Madera. As a result, rental values in the years following the onset of the pandemic are estimated to be significantly higher and continue to rise through 2022.

How do HOME rents / Fair Market Rent compare to Area Median Rent? How might this impact your strategy to produce or preserve affordable housing?

As stated, in 2021 the area median rent was \$1,086 which is relatively low compared to both fair market and HOME rents. It should be noted that the median rental prices do not fully capture the housing market effects of the global COVID-19 pandemic. One of the economic impacts seen in California during the COVID-19 pandemic was a rapid increase in home prices, potentially caused by a rapid increase in remote work and higher demand for housing in suburban settings such as Madera. As a result, rental values in the years following the onset of the pandemic are estimated to be significantly higher and continue to rise.

The kind of home that can be rented for the fair market rent is in decent condition, but not luxury housing. According to the HUD FY 2023 Fair Market Rent Documentation System for Madera, the annual salary to afford a decent home is well above the average salary in Madera. The methodology used to calculate hourly wage and annual salary required to afford the fair market rents without spending greater than 30 percent of income on housing is provided by the National Low Income Housing Coalition. See table below.

Unit Size	Average Fair Market Rent ¹	Annual Salary Required to Afford ²
Studio	\$1,083	\$43,320
One Bedroom	\$1,090	\$43,600
Two Bedroom	\$1,432	\$57,280
Three Bedroom	\$1,998	\$79,920
Four Bedroom	\$2,208	\$88,320

1 HUD FY 2023 Fair Market Rent Documentation System for Madera, CA HUD Metro Fair Market Rent Area.

2 Multiply the fair market rent by 12 to get yearly rental cost. Then divide by .3 to determine the total annual income needed to afford the fair market rent without spending more than 30 percent of income on housing.

The overall median income for Madera residents is \$67,454. For renter-occupied residents, the average income is lower, reported at \$40,454. The median incomes do not align with the average rents. Increased affordable housing stock is necessary to decrease overcrowding and cost burden among the most vulnerable populations in Madera.

Discussion

The data presented in this section are evidence of the need for an increase in affordable housing. Far too few residents can afford a decent home without being either cost burdened or overcrowded. Both rental prices and median home values continue to increase. However, the median income is not increasing at the same rate as either rent prices or home values. This puts a strain on the affordability of decent living for extremely low, very low, and low households.

MA-20 Housing Market Analysis: Condition of Housing – 91.210(a)

Introduction

This section focuses on the condition of a unit of standard versus substandard status. The comparison between unit conditions for renter-occupied households compared to owner-occupied households is presented in the Condition of Units table below to demonstrate the differences between the two. Further, the year unit built and the lead base exposure is also reviewed in this section. The tables below present data as it relates to these criteria.

Describe the jurisdiction's definition of "standard condition" and "substandard condition but suitable for rehabilitation"

HUD defines housing "conditions" similarly to the way housing problems are evaluated in the Needs Assessment. These conditions, include: (1) overcrowding, (2) cost burden greater than 30 percent, (4) a lack of complete plumbing, or (4) lack of kitchen facilities. In addition, standard housing is defined as meeting HUD Housing Quality Standards and all state and local codes, while a substandard housing unit is defined when a unit in its present condition endangers the health, safety, or well-being of an individual or family. HUD defines a unit as substandard if it is dilapidated; does not have a usable flush toilet or bathtub inside the unit for the exclusive use of a family; does not have electricity or has inadequate or unsafe electrical service; does not have a safe or adequate source of heat; or has been declared unfit for habitation by an agency or unit of government.

Condition of Units

Condition of Units	Owner-Occupied		Renter-Occupied	
	Number	%	Number	%
With one selected Condition	2,630	30%	4,660	54%
With two selected Conditions	75	1%	1,020	12%
With three selected Conditions	0	0%	40	0%
With four selected Conditions	0	0%	0	0%
No selected Conditions	6,205	70%	2,970	34%
Total	8,910	101%	8,690	100%

Data Source: 2016-2020 ACS

Year Unit Built

Year Unit Built	Owner-Occupied		Renter-Occupied	
	Number	%	Number	%
2000 or later	3,790	43%	2,390	28%
1980-1999	2,445	27%	2,820	32%
1950-1979	1,965	22%	2,670	31%
Before 1950	705	8%	820	9%
Total	8,905	100%	8,700	100%

Data Source: 2016-2020 CHAS

Risk of Lead-Based Paint Hazard

Risk of Lead-Based Paint Hazard	Owner-Occupied		Renter-Occupied	
	Number	%	Number	%
Total Number of Units Built Before 1980	2,670	30%	3,490	40%
Housing Units build before 1980 with children present	3,580	40%	1,665	19%

Data Source: 2016-2020 ACS (Total Units) 2016-2020 CHAS (Units with Children present)

Vacant Units

The City is still reviewing this data and will populate the table once the data is confirmed.

	Suitable for Rehabilitation	Not Suitable for Rehabilitation	Total
Vacant Units			
Abandoned Vacant Units			
REO Properties			
Abandoned REO Properties			

Need for Owner and Rental Rehabilitation

Estimated Number of Housing Units Occupied by Low- or Moderate-Income Families with LBP Hazards

For the purposes of this plan, units built before 1980 are used as a proxy for units that could contain lead-based paint hazards, since lead-based paint was prohibited for use in residential units in 1978. As previously stated, about 49 percent (8,624) of all housing units (both owner- and renter-occupied units) in Madera were built before 1980, and as a result, may be at risk of a lead-based paint hazard.

Discussion

Overall, renter-occupied households are more likely to live in substandard unit. Additionally, there is a greater number of renters living in a unit that was built pre-1980 therefore increasing their exposure to lead-based paint. The data presented further supports the need for decent and safe housing for renter-occupied households.

MA-25 Public and Assisted Housing – 91.210(b)

Introduction

The Housing Authority of the City of Madera (HACM) serves as the designated Public Housing Agency (PHA) responsible for managing the public housing inventory and the Housing Choice Voucher (HCV), commonly known as Section 8 program in the City of Madera. HACM operates independently from the City of Madera, and the City administration retains no oversight or control over their programs or housing units.

With an annual budget exceeding \$10 million, nearly all of which is restricted funding for its affordable housing programs, HACM ensures the continued operation of essential housing services. HACM's portfolio includes:

- 244 Public Housing Units, directly managed to support affordable housing stability
- 804 Housing Choice Vouchers, providing rental assistance to eligible households

Totals Number of Units

The City is still reviewing this data and will populate the table once the data is confirmed.

	Program Type								
	Certificate	Mod-Rehab	Public Housing	Vouchers					
				Total	Project - based	Tenant - based	Special Purpose Voucher		
							Veterans Affairs Supportive Housing	Family Unification Program	Disabled *
# of units vouchers available	0	0	244	804	46	687	54	17	0
# of accessible units	0	0		0	0	0	0	0	0
*includes Non-Elderly Disabled, Mainstream One-Year, Mainstream Five-year, and Nursing Home Transition									

Data Source: Housing Authority of the City of Madera

Describe the supply of public housing developments:

The Low-Income Public Housing Program, administered by the U.S. Department of Housing and Urban Development (HUD), provides affordable rental housing for eligible low-income families, seniors, and individuals with disabilities. This program ensures access to decent, safe, and sanitary housing based on 30% of families adjusted monthly household income. HACM receives an annual Public Operation Budget from HUD along with rental income for the public housing units.

Public housing units vary in size and type, ranging from single-family homes to multi-family units. HACM manages 244 units. HACM oversees resident eligibility, maintenance, and compliance with federal and state regulations.

Describe the number and physical condition of public housing units in the jurisdiction, including those that are participating in an approved Public Housing Agency Plan:

The Housing Authority of the City of Madera owns 244 public housing units. The HACM upkeeps properties by doing routine maintenance throughout the year. HACM management and supervisory departments review general conditions of the sites. HACM staff noted how some of the major deficiencies they've dealt with recently include: the weatherization of most properties, roof replacement and/or repair, and addressing units that lack sufficient air conditioning systems due to the age of the properties. Additionally, the HACM maintenance team is responsible for the day-to-day property upkeep, work orders, and routine maintenance of the units. On a weekly basis, maintenance staff walks the sites, notes deficiencies, and makes routine minor repairs. Some repairs are done by HACM, while others are contracted out.

Public Housing Condition

Public Housing Development	Average Inspection Score
AMP 1	90
AMP 2	94

Describe the restoration and revitalization needs of public housing units in the jurisdiction:

HUD's Real Estate Assessment Center (REAC) conducts annual physical inspections of public and assisted housing. Scores range from 0 to 100. All properties start with 100 points. Each deficiency observed reduces the Asset Management Project (AMP) score by an amount dependent on the importance and severity of the deficiency. The AMP score project-based management approach was adopted by HUD around 2006 and requires Housing Authorities to organize their properties/developments into groups of units or buildings to maximize operational efficiencies. Public housing units in the City of Madera are divided into AMP regions: AMP 1 and AMP 2. AMP 1 covers units located mainly in the eastern part of the City, while AMP 2 covers units in the northern and southern part of the City. HUD adopted a new inspection model known as NSPIRE. A HUD NSPIRE inspection is a physical inspection of properties receiving HUD assistance, designed to assess health and safety standards. NSPIRE, or the National Standards for the

Physical Inspection of Real Estate, is the new inspection model replacing the previous REAC (Real Estate Assessment Center) system. This new approach prioritizes the condition of residents' living spaces, focusing on health and safety and aligning various HUD programs under one set of standards. In essence, NSPIRE inspections are a modernized approach to ensuring that HUD-assisted housing meets minimum standards for safety, quality, and habitability. HUD and Housing Authority provided the AMP inspection scores for 2024. The inspection scores from 2019 to 2024 for AMP 1 changed from 82 to 90, while AMP 2 changed from 81 to 94. The assessment was based on the new NSPIRE standards. Although the scores improved, the needs remain and have been identified as the following:

- Infrastructure upgrades: Further restoration may be needed to address lingering deficiencies.
- Compliance with NSPIRE standards reflect continuous maintenance alignment with health and safety priorities.
- Modernization is needed to update building systems, fixtures, and accessibility features across both AMP regions.

Describe the public housing agency's strategy for improving the living environment of low- and moderate-income families residing in public housing:

The Housing Authority identified several goals and strategies in its most recent HUD-required Annual Plan (FY 2025-2026). The goals and strategies are designed to improve the living environment of low- and moderate- income families residing in public housing. These goals and strategies are formed in order to promote self-sufficiency among public housing residents. Examples of this is the Family Self- Sufficiency program that encourages and assists clients in increasing their earned income to become self-sufficient are:

- Job training and placement assistance,
- Financial Literacy and credit repair resources
- Personal case management and ongoing support

The Housing Authority has also identified the need for more affordable housing units. The Housing Authority will be working with HUD to review the Rental Assistance Demonstration (RAD) and Public Housing Repositioning options based on the Housing Authorities portfolio. Through HUD's Public Housing Rental Assistance Demonstration and Public Housing Repositioning (RAD) and Public Housing Repositioning are HUD programs that aim to preserve and improve affordable housing. RAD specifically allows public housing authorities (PHAs) to convert their public housing units to Section 8 housing assistance, while "repositioning" refers to

the broader process of converting public housing to other forms of HUD assistance, including Section 8.

Discussion:

The Housing Authority remains committed to improving housing stability for clients served. Ongoing improvements are a key focus for the Madera Housing Authority. Further, the HACM is aware of the importance to assist families with their goals to reach self-sufficiency. Finally, while the HACM implements ongoing efforts to improve the lives of families served by the Public Housing program, the HACM recognizes that additionally public housing stock is simply a necessity and continues its efforts with HUD.

MA-30 Homeless Facilities and Services – 91.210(c)

Introduction

Facilities and Housing Targeted to Homeless Households

	Emergency Shelter Beds		Transitional Housing Beds	Permanent Supportive Housing Beds	
	Year Round Beds (Current & New)	Voucher / Seasonal / Overflow Beds	Current & New	Current & New	Under Development
Households with Adult(s) and Child(ren)	6	0	0	0	0
Households with Only Adults	156	0	20	0	0
Chronically Homeless Households	0	0	0	0	0
Veterans	0	0	0	0	0
Unaccompanied Youth	0	0	0	0	0

Describe mainstream services, such as health, mental health, and employment services to the extent those services are used to complement services targeted to homeless persons

Homeless support services offered within the City include the following:

- Outreach and Engagement. The Fresno-Madera Continuum of Care is the organization that coordinates homeless outreach and engagement, including homeless housing and service delivery. They also conduct the annual Point-in-time count.
- Medical Services. The Madera County Public Health Department offers a wide variety of health and educational programs for homeless persons. In addition, the Darin M. Camarena Health Center operates in Madera and provides comprehensive general medicine and dental care services for homeless persons.
- Employment Assistance. The Madera County Workforce Investment Board operates in Madera and assists homeless persons looking for employment. The Madera Adult School offers career and technical education, high school diplomas, and general education development to homeless individuals.
- Substance Abuse Recovery. The Madera County Behavioral Health Services offers substance abuse counseling and services to homeless persons.
- Legal Aid. The California Rural Legal Assistance (CRLA) offers legal assistance to homeless individuals in the Madera area.
- Mental Health Care. The Madera County Behavioral Health Services offers mental health counseling and services to homeless persons.
- Veteran Services. The Housing Authority administers the Veteran's Affairs Supportive Housing (VASH) program, a sub-program of the Housing Choice Voucher program. The VASH program provides voucher rental assistance specifically for qualifying homeless veterans.
- Public Assistance Benefits and Referrals. The Fresno-Madera Continuum of Care is the organization that assists homeless persons with identifying public assistance programs and also administers referrals to homeless individuals seeking public services.
- Family Crisis Shelters and Childcare. The Madera Child Welfare & Adult Protective Services administers a 24-hour hotline for information and referral of child abuse/neglect. The Community Action Partnership of Madera County offers the Child Care Resource and Referral Program, which is information on choosing quality childcare programs. The Cal-Learn program offers assistance with childcare, transportation, and educational expenses for pregnant teens to attend and graduate high school.
- Domestic Violence Support. The Madera Child Welfare & Adult Protective Services

administers a 24-hour hotline for information and referral hotline. Callers can report or obtain information or referrals to address homelessness and adult abuse or neglect.

List and describe services and facilities that meet the needs of homeless persons, particularly chronically homeless individuals and families, families with children, veterans and their families, and unaccompanied youth. If the services and facilities are listed on screen SP-40 Institutional Delivery Structure or screen MA-35 Special Needs Facilities and Services, describe how these facilities and services specifically address the needs of these populations.

Data on homelessness in Madera County is based on the 2023 Point-In-Time Count (PITC), information provided to HUD by the Fresno-Madera Continuum of Care (FMCoC). The PITC provides a count of sheltered and unsheltered homeless persons on a single night during the last ten days of January for the Fresno and Madera region. A follow-up survey sampling of unsheltered and sheltered individuals is conducted two weeks following the count. The count was conducted on January 24, 2023. No PITC was conducted in Fresno and Madera counties in 2024.

There were 724 homeless persons survey in Madera, 401 of whom were unsheltered. There are two facilities with 127 total beds for persons experiencing homelessness.

Shunammite Place is a supportive housing program that operates under the umbrella of Community Action Partnership of Madera County. The Shunammite Place program provides supportive housing to chronically homeless single men, women, and families. Shunammite Place utilizes the Housing First model to ensure the lowest possible barriers for individuals coming from the streets, places not meant for human habitation, or emergency shelters. The table below provides additional community resources for the homeless population.

Facility Name	Type of Facility	Target Population	Number of Shelter Beds
Madera Rescue Mission Emergency Shelter	Emergency Shelter	Individuals and Families	78
Madera Rescue Mission Women's Transitional	Transitional Housing	Women	
Martha Diaz Shelter	Emergency Shelter	Victims of domestic violence, sexual assault, or human trafficking	18
OLIVE Bennet House	Transitional Housing	Victims of human trafficking	7
Sugar Pine Village	Transitional Housing	Individuals and families	16
Shunammite Place	Permanent Supportive Housing	Individuals with disabilities	15

MA-35 Special Needs Facilities and Services – 91.210(d)

Introduction

Due to special needs or circumstances related to income, family or household characteristics, age, and disability, certain groups have historically had greater difficulties finding quality affordable housing. Special population groups include the elderly, persons with disabilities (both physical and mental), persons suffering from alcoholism and/or addiction, persons with HIV/AIDS, or public housing residents.

In addition to facing challenges related to housing, persons in these special circumstances may also have difficulty accessing community supportive social services. Over the term of this Plan, the City of Madera will continue improving partnerships that will increase access to supportive services to all persons, despite special needs.

Including the elderly, frail elderly, persons with disabilities (mental, physical, developmental), persons with alcohol or other drug addictions, persons with HIV/AIDS and their families, public housing residents and any other categories the jurisdiction may specify, and describe their supportive housing needs

Supportive housing for the elderly, persons with disabilities, persons with addictions, and those living with HIV/AIDS should be designed to allow the individuals to live as independently as possible. Those suffering from substance abuse might require counseling or case management and a shorter-term rehabilitation. Other more challenging/on-going conditions might require supportive services that include long-term assisted living as well as transportation and nursing care.

Elderly persons have special housing needs associated with affordability, maintenance, and upkeep of their homes, as well as physical access. They may also have special housing needs related to housing location and construction. Because of limited mobility, elderly persons typically need closer access to medical services, shopping, public transit, and other amenities.

Persons with disabilities may have a wide range of housing needs, depending on the type and severity of their disability. Housing affordability is a major concern for individuals with disabilities. Design accommodations to navigate their home and to/from the residence is another challenge.

A subgroup of disabled residents is those who are developmentally disabled. Many developmentally disabled individuals are able to live and work independently. However, more severely disabled individuals require a group living environment with supervision, or an institutional environment with medical attention and physical therapy.

Former foster youth aging out of foster system also need access to facilities and programs that ensure safe, decent, and affordable housing. In addition, single-room units with supportive services located near or on site are critical for former foster youth during their transition from

living in a group setting to living independently. These supportive services include life skills training, job training, and educational programs.

Finally, public housing residents have special needs that may include many of those previously discussed. Overall housing affordability is a major concern for these residents.

Describe programs for ensuring that persons returning from mental and physical health institutions receive appropriate supportive housing

The Madera County Department of Behavioral Health Services (BHS) provides and coordinates housing services for people who are mentally ill. The department works closely with facility and service providers in the County to ensure clients receive housing services and other supportive services. BHS, in collaboration with the Housing Authority, the property manager, administers a program for permanent supportive housing for homeless individuals or those at risk for being homeless and have serious mental illness.

The Resources for Independence Central Valley provides housing-related services to people with disabilities, including information and referral; landlord/tenant advocacy; home modification resources; apartment referral list; and homeowner/rental assistance.

The California Department of Developmental Services (DDS) currently provides community-based services through 21 community-based nonprofit corporations known as regional centers. The regional centers serve as a local resource to help find and access services and support available to individuals and families once eligibility is determined. The Central Valley Regional Center provides service to developmentally disabled individuals throughout Madera County.

The Madera Housing Authority offers vouchers through the Housing Choice Voucher program for youth transitioning out of the foster care system. Additionally, they offer vouchers specifically for veterans who in many cases suffer from a mental/physical disability.

Specify the activities that the jurisdiction plans to undertake during the next year to address the housing and supportive services needs identified in accordance with 91.215(e) with respect to persons who are not homeless but have other special needs. Link to one-year goals. 91.315(e)

During the planning period for the Consolidated Plan, the City will focus on supporting nonprofits and local community service agencies that provide a range of supportive services, including meals for homebound seniors, housing counseling to persons who are homeless or at risk of becoming homeless, life skills training, job training, and case management, among other services. The City will also look for ways to support development of new housing, with increased emphasis on extremely low-income and very low-income housing. The specific goals for the -year planning period can be reviewed in SP-45 and in the projects section of the 2025/26 Annual Action Plan, AP-35.

For entitlement/consortia grantees: Specify the activities that the jurisdiction plans to undertake during the next year to address the housing and supportive services needs identified in accordance with 91.215(e) with respect to persons who are not homeless but have other special needs. Link to one-year goals. (91.220(2))

For a thorough review of goals and plans related to housing and homelessness, see the Goals section SP-45 and projects section AP-35.

MA-40 Barriers to Affordable Housing – 91.210(e)

Negative Effects of Public Policies on Affordable Housing and Residential Investment

Constraints to the development of adequate and affordable housing can be posed by market, governmental, infrastructure, and environmental factors. These constraints may result in housing that is not affordable to low- and moderate-income households or may render residential construction economically infeasible for developers. Constraints to housing production can significantly and disproportionately impact households with lower to moderate incomes and/or special needs.

Local governments have little or no influence on federal monetary policies or national economic forces; yet these factors carry substantial weight on the overall cost of housing. The local housing market, however, can be encouraged and assisted locally. By reviewing local conditions and regulations that may impact the housing market, the local government can prepare for future growth through actions that address housing needs for a diversity of the population, address public health and safety, and facilitate reducing the cost of housing production.

The City of Madera's primary policies and regulations that affect residential development and housing affordability include the following: land use controls, development processing procedures and fees, impact fees, on- and off-site improvement requirements, building and housing codes, and code enforcement. This section discusses these policies and regulations and assesses whether any serve as a governmental constraint to the production of housing.

Governmental and market constraints on new development have continually stymied housing supply, especially affordable housing. Low levels of housing result in greater demand for available units and ultimately higher market rents. With rapidly rising rental rates across the City, residents in some areas are more at risk of displacement relative to others. Vulnerable communities at risk of displacement in the City are primarily located in the east half of the City. Displacement is considered a constraint to housing in these areas due to economic pressures.

NIMBYism, or "Not In My Backyard," is a social and political movement that opposes housing or commercial development in local communities. NIMBY complaints often involve affordable housing, with reasons ranging from traffic concerns to small town quality to, in some cases, thinly veiled racism. During the community engagement process, local stakeholders recognized this challenge as an ongoing barrier to affordable housing.

MA-45 Non-Housing Community Development Assets – 91.215 (f)

Introduction

This section identifies economic sectors in the City of Madera where job opportunities exist and identifies reasons why some employment sector positions are not being filled. The main employment challenges are education, training, and certification deficiencies. Employment trends in a region also influence housing needs. The quality and/or pay of available employment can determine the need for various types and prices.

The labor force increased by over 4,000 between 2010 and 2020; the population not in the labor force also increased over this time period. However, the population not in the labor force decreased from 2015 to 2020 by just under 1,000 people. The unemployment rate decreased from 12.6 percent to 10.6 percent between 2010 and 2020 and, according to Local Area Unemployment Statistics, it decreased from 17.6 percent in 2010 to 9.9 percent in 2020. In 2020, the unemployment rate for the City of Madera at 9.9 percent was nearly identical to the County's unemployment rate of 9.6 percent, according to the 2020 Census.

Economic Development Market Analysis

Business Activity

Business by Sector	Number of Workers	Number of Jobs	Share of Workers %	Share of Jobs %	Jobs less workers %
Agriculture, Mining, Oil & Gas Extraction	3,588	4,198	20	28	8
Arts, Entertainment, Accommodations	1,787	1,305	10	9	-1
Construction	1,114	655	6	4	-2
Education and Health Care Services	3,360	3,708	19	25	6
Finance, Insurance, and Real Estate	517	361	3	2	-1
Information	180	63	1	0	-1
Manufacturing	1,884	1,176	11	8	-3
Other Services	451	343	3	2	0
Professional, Scientific, Management Services	636	318	4	2	-1
Public Administration	0	0	0	0	0
Retail Trade	1,924	2,006	11	13	2
Transportation and Warehousing	570	203	3	1	-2
Wholesale Trade	651	368	4	2	-1
Total	16,662	14,704	--	--	--

Data Source: 2016-2020 ACS (Workers), 2020 Longitudinal Employer-Household Dynamics (Jobs)

Labor Force

Total Population in the Civilian Labor Force	28,745
Civilian Employed Population 16 years and over	25,690
Unemployment Rate	10.65
Unemployment Rate for Ages 16-24	23.49
Unemployment Rate for Ages 25-65	6.36

Data Source: 2016-2020 ACS

Occupations by Sector	Number of People
Management, business and financial	2,945
Farming, fisheries and forestry occupations	2,350
Service	2,825
Sales and office	4,905
Construction, extraction, maintenance and repair	7,155
Production, transportation and material moving	1,165

Data Source: 2016-2020 ACS

Travel Time

Travel Time	Number	Percentage
< 30 Minutes	13,397	57%
30-59 Minutes	7,270	31%
60 or More Minutes	2,824	12%
Total	23,491	100%

Data Source: 2016-2020 ACS

Education:

Educational Attainment by Employment Status (Population 16 and Older)

Educational Attainment	In Labor Force		Not in Labor Force
	Civilian Employed	Unemployed	
Less than high school graduate	6,970	955	4,145
High school graduate (includes equivalency)	4,415	390	1,840
Some college or Associate's degree	6,755	475	1,930
Bachelor's degree or higher	2,700	155	295

Data Source: 2016-2020 ACS

Educational Attainment by Age

	Age				
	18-24 yrs	25-34 yrs	35-44 yrs	45-65 yrs	65+ yrs
Less than 9th grade	325	1,745	1,945	4,345	2,110
9th to 12th grade, no diploma	990	1,285	1,165	1,585	755

	Age				
	18–24 yrs	25–34 yrs	35–44 yrs	45–65 yrs	65+ yrs
High school graduate, GED, or alternative	2,280	2,235	1,795	2,615	1,255
Some college, no degree	2,905	3,005	2,205	2,255	910
Associate's degree	165	730	220	785	230
Bachelor's degree	355	790	940	670	315
Graduate or professional degree	0	125	340	290	230

Data Source: 2016-2020 ACS

Educational Attainment – Median Earnings in the Past 12 Months

Educational Attainment	Median Earnings in the Past 12 Months
Less than high school graduate	20,605
High school graduate (includes equivalency)	31,254
Some college or Associate's degree	31,855
Bachelor's degree	55,686
Graduate or professional degree	65,481

Data Source: 2016-2020 ACS

Based on the Business Activity table above, what are the major employment sectors within your jurisdiction?

The top three business sectors in the community are (1) agriculture, mining, oil & gas extraction, (2) education and health care services, and (3) retail trade. These top three business sectors have consistently dominated over the last five years.

Describe the workforce and infrastructure needs of the business community:

According to the Madera County, 2025-2030 Comprehensive Economic Development Strategy (CEDs), there are multiple labor market issues as well as infrastructure and development constraints.

Labor Market Issues:

- Labor force growth is concentrated in older age groups, while the population of younger workers is expected to decline.
- There is an estimated skills gap of 67,900 (within the Fresno, Madera, and Chowchilla region) new and replacement jobs.
- The portion of the population with some college or a two-year degree has declined in the past five years.
- Keeping local workforce through career advancement opportunities and income growth remains a challenge.

Infrastructure and Development Constraints:

- Highway 99 constraints and interchange limitations.
- Older industrial/commercial buildings remain vacant due to the cost of bringing them up to current codes.

- Although there is industrial land planned and zoned for development, many developing areas lack the necessary infrastructure to accommodate growth.
- Many areas of the county suffer from poor or no internet connectivity.

Describe any major changes that may have an economic impact, such as planned local or regional public or private sector investments or initiatives that have affected or may affect job and business growth opportunities during the planning period. Describe any needs for workforce development, business support or infrastructure these changes may create.

By focusing strategies and actions on opportunity areas, Madera can enhance its appeal as a business location, improve the quality of life for residents, and ensure sustainable economic growth and development. Examples of investments or initiatives that may affect job and business growth while impacting the needs of workforce development, business support or infrastructure follow.

Regulatory Investments

- Implement online processing for applications, permits, and payments to streamline business interactions with the City. Such implementation may likely affect the timeliness of permit and application processing. Currently an online process is not available.
- Continuously monitor and adjust business development fees to remain competitive with regional peers. The City last updated permits and impact fees in 2018. At this time, those fees remain competitive with neighboring cities and counties. However, ongoing monitoring of the fees remains important.

How do the skills and education of the current workforce correspond to employment opportunities in the jurisdiction?

Madera County overall has a younger workforce compared to the state average, which can be advantageous for long-term economic growth and vitality. Madera Community College (MCC) supports local decision making, benefitting both students and local businesses by addressing skills gaps and talent development. There has been an improvement in the share of the population with only or less than a high school education since 2018, and the share of residents with a bachelor's degree or higher is also improving.

According to the Business Activity table in this section, there are less jobs than workers in over half of the business sectors. As a result, the unemployment rate may be impacted. However, data as presented in the Educational Attainment by Employment Status (Population 16 and Older) table indicates there are fewer unemployed persons in the workforce with at least a high school diploma and fewer persons simply not in the labor force.

Describe any current workforce training initiatives, including those supported by Workforce Investment Boards, community colleges and other organizations. Describe how these efforts will support the jurisdiction's Consolidated Plan.

The CEDS report provides opportunities to improve the talent supply of the workforce and education. Some of the initiatives that directly align with the Consolidated Plan include:

- Collaboration with education and workforce training providers to enhance skills and education attainment of the local workforce. During the 2025/26 CDBG Program Year, the City funded an In-Home Childcare Entrepreneur Project. The goals of the project include providing entrepreneurship education to persons seeking to open an In-Home Child Care site. If successfully completed, the participants will receive a financial stipend to begin their business. This project is administered by the Madera County Workforce.
- Offer needed support like transportation and childcare to remove barriers to employment. The City's public transit system offers free public transportation to most individuals. The City partners with local agencies to provide bus passes to the clients of local partners, such as Madera Community College, Madera Unified School District, and the Madera County Public Health Department. As part of its community engagement process for future CDBG Annual Action Plans, the City will remain focused on engaging additional partners to increase this partnership and reduce barriers to employment.

Additionally, the Workforce Assistance Center is a partnership of community agencies specializing in meeting a variety of needs from training to job placement to public housing. The goal is to provide a community resource center that will make it easier for customers to obtain information about local programs and services.

Does your jurisdiction participate in a Comprehensive Economic Development Strategy (CEDS)?

Yes, Madera does participate in a Comprehensive Economic Development Strategy.

If so, what economic development initiatives are you undertaking that may be coordinated with the Consolidated Plan? If not, describe other local/regional plans or initiatives that impact economic growth.

One of the goals associated with the Consolidated Plan is Improvements to Infrastructure. Infrastructure projects that will support economic development are ongoing in the City.

- Improvements to sidewalks in residential areas have been funded with Community Development Block Grant monies and successfully complete. These improvements improve walkability to major streets and roads hence increasing access to businesses.
- The City is working collaboratively with Caltrans in the CAPM project which is focused on improving State Highway 145 which runs in the center downtown district of Madera. These improvements are intended to attract visitors rather than simply pass through Madera. Additionally, the CAPM project will improve pedestrian-access to local businesses and increase public transit bus stops. Such improvements directly impact business growth in Madera.
- Additionally, as part of its Capital Improvement Plan (CIP), Madera is improving walkability throughout census tract zones outside of those that are CDBG eligible. Thus, improving access to businesses throughout the City which aligns with this Consolidated Plan

Discussion

In summary, Madera has a combination of strategic planning, economic structure, workforce demographics, educational opportunities, transportation infrastructure, and on-going investments that make it a promising location for growth and development. While the workforce is comparatively

younger, the increase of employees in the labor force with at least a high school diploma is promising. Madera is a community that partners well. Such partnerships will support the ongoing improvement of community assets. Many of which will align with the Consolidated Plan over the next five years.

MA-50 Needs and Market Analysis Discussion

Are there areas where households with multiple housing problems are concentrated? (include a definition of "concentration")

For the purposes of this Consolidated Plan, concentration is defined as an area in which the percentage of housing problems exceeds the Citywide percentage of such households by 10 percentage points.

Housing is considered substandard when conditions are found to be below the minimum standard of living as defined in the California Health and Safety Code. Substandard housing units include those in need of repair and/or replacement. Households living in substandard conditions are considered to be in need of housing assistance, due to threats to health and safety, even if they are not seeking alternative housing arrangements.

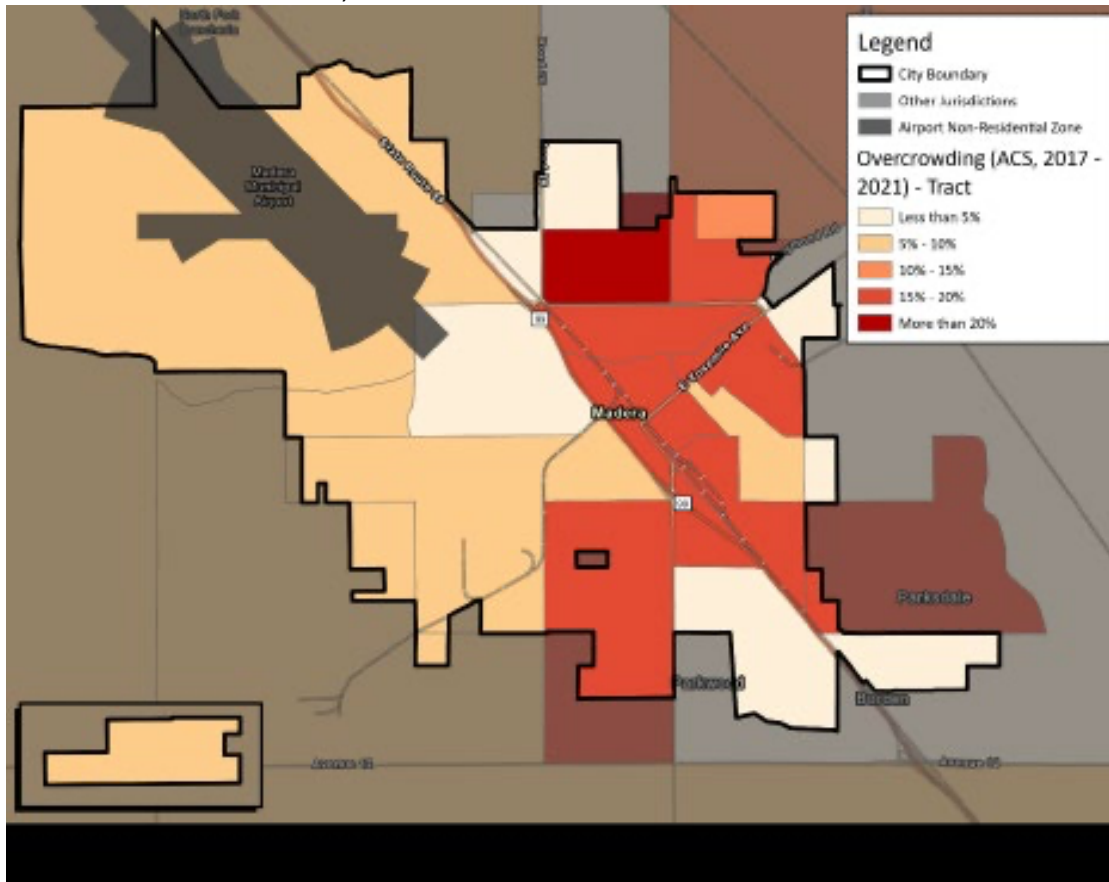
A household is considered substandard, or to have a housing problem, if it has one or more of the four following housing problems:

- Housing unit lacks complete kitchen facilities.
- Housing unit lacks complete plumbing facilities.
- Housing unit is overcrowded.
- Household is cost burdened.

Of the 11 census tracts that intersect Madera, seven have the majority of their area located inside City limits. These seven tracts vary in demographic makeup, with tracts on average having lower incomes and more predominant non-White populations in central and northern Madera, and tracts having higher incomes and a more predominant White population in southwestern Madera. While there is little variation in the tracts surrounding the City, the majority follow the opportunity trends of the western and southern areas of Madera. The southeastern areas have particularly low levels of opportunity compared to the region. There is high variation in resource categories) within the City, with low resource or areas of high segregation and poverty in the southern and downtown areas, moderate resource northeast areas, and high resource areas in the western areas of the City.

The table below is representative of cost-burdened households by census tract.

Overcrowded Households, 2021



Source HCD AFFH Data Viewer

The table above depicts that the majority of cost burdened households reside in central, eastern, and southeast portion of the City.

Are there any areas in the jurisdiction where racial or ethnic minorities or low-income families are concentrated? (include a definition of "concentration")

An "area of minority or racial and ethnic concentration" is defined as any Census Tract in which the percentage of persons of a racial or ethnic minority exceeds the Citywide percentage of such persons by 10 percentage points. According to 2021 American Community Survey (ACS) data, Non-White populations in the City of Madera occupy multifamily units at a higher rate than White populations. Race and ethnicity characteristics also can be correlated with income levels. As of 2021, 80 percent of Madera residents of any race were of Hispanic origin and 20 percent were Non-Hispanic. Of the Non-Hispanic population, 12.7 percent were White, and between 2011 and 2021 the White Non-Hispanic population decreased by 5 percent. No Non-Hispanic racial and ethnic group increased from 2011 to 2021.

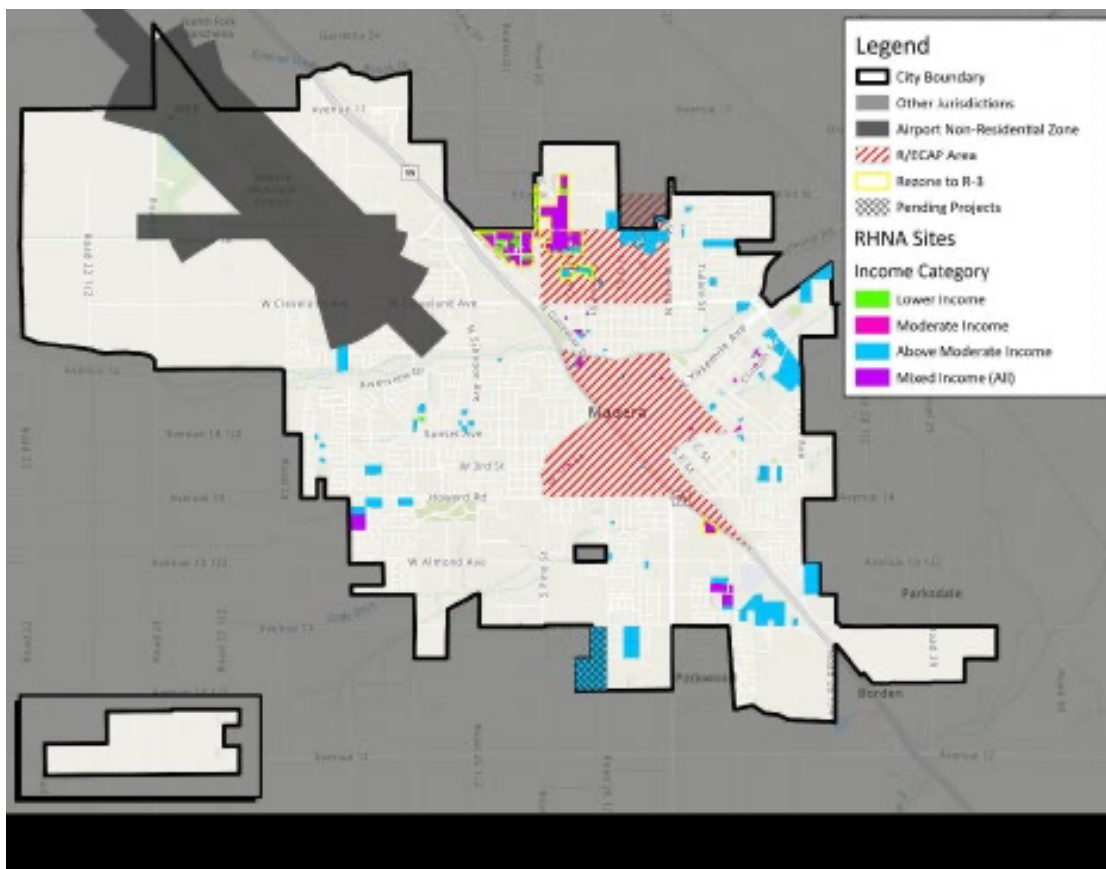
HUD defines a Low to Moderate Income (LMI) area as a census tract or block group where over 51 percent of the population is LMI. The definition of low or moderate income is based on HUD income definitions of up to 80 percent of the AMI.

The eastern, central, and southern areas of the City have the highest percentage of LMI populations, where 50 to 75 percent of the population is considered LMI. The northwestern areas of the City have considerably smaller percentages of the population considered LMI, at less than 25 percent of the population.

An “area of low-income concentration” is defined as any Census Tract in which the percentage of low-income households (earning less than 80 percent of the area median income) exceeds the Citywide average by 10 percentage points. Citywide, 73.8 percent of renter occupied households are below 80 percent of the median family income, and 42.9 percent of owner-occupied households are below 80 percent of the median family income.

The map below depicts the areas of racial or ethnic concentration by income level.

Racially/Ethnically Concentrated Areas of Poverty (R/ECAPs) in the City and Vicinity and Regional Housing Needs Allocation (RHNA) Sites



Source: HCD AFFH Data Viewer

What are the characteristics of the market in these areas/neighborhoods?

Typically, housing over 30 years old is more likely to have rehabilitation needs, which may include replacing plumbing, roof repairs, foundation work, and other repairs. Housing units built before 1978 may have health risks such as lead-based paint and asbestos. Housing issues prompted by disrepair such as mold may elevate health conditions (e.g., asthma). Based upon the substandard housing notices of violation over the past 4 years, the City has estimated that there are approximately 138 substandard housing units.

Approximately 55 percent of the housing stock in Madera County is more than 30 years old. These units are potentially in need of repair and modernization improvements. Most of the County's housing stock was constructed between 1970 and 2009.

White, Hispanic, elderly, and large household renters in the City experience high rates of housing problems, over 50 percent, while less than 20 percent of Black owners and Asian renters experience housing problems. Rates of housing problems are notably higher for renters across most categories. Large household renters experience housing problems at the highest rate in the City of Madera.

Are there any community assets in these areas/neighborhoods?

Recent improvements to assets in concentrated areas of poverty include:

- Centennial Park with inclusive playground and newly renovated pool complex (pool improvements paid for with CDBG funds).
- McNally Park, recently rehabilitated with new equipment, musical instruments, and a basketball park (paid for with CDBG funds).
- Sidewalk improvements, transit improvements, bike lanes, and safety improvements to improve accessibility and provide sidewalk gap closure along 5th Street and C Street, providing access to grocery stores, the medical clinic, library, and childcare facilities; bike lanes to provide connectivity from key destinations to the proposed Veteran Housing Project (\$3.6 million, part of which funded by the Affordable Housing and Sustainable Communities Grant).
- New playground at Millview Park
- Sunrise Rotary Sports Complex new park installation

Additional assets include Courthouse Park, Knox Park, Rotary Park, Community Gardens, Frank Bergon Senior Center, Pan American Community Center and Park, Millview Gym, Rotary Youth Hut, and the Vern McCullough Fresno River Trail. The most significant community assets in this area are the John W. Wells Youth Center, located at the Centennial Park facility, and the Camarena Health Centers, located in Downtown Madera.

Are there other strategic opportunities in any of these areas?

The areas shown above are in or within a short distance of the central core of Downtown Madera. Several strategic opportunities are in process and will be completed during the term of this Plan. These include:

- Design, engineering, and construction of James Taubert Park, a new park in a historically underserved area.
- Enhancements to the Caltrans Downtown Madera CAPM Project including wider sidewalks, landscaping, pedestrian safety, and enhanced crosswalks.
- Design, engineering, and construction of Tozer Park, a new park that will offer high-quality recreational opportunities to an underserved area.

MA-60 Broadband Needs of Housing occupied by Low- and Moderate-Income Households - 91.210(a)(4), 91.310(a)(2)

Describe the need for broadband wiring and connections for households, including low- and moderate-income households and neighborhoods.

According to the U.S. Census data, 2019-2023, 90.5 percent of households reported a broadband internet subscription. This same data source reports that 95.0 percent of households own a computer. Data from the California Interactive Broadband Map (broadbandmap.ca.gov) reports that on average, greater than 60 percent but less than 80 percent of households in areas of high poverty concentration have a fixed consumer broadband connection. Data reported on Broadband Now indicates that city-wide, households have at minimum two service providers to choose from despite where they reside. However, areas of less poverty have at least three options, while areas with higher poverty rates have two.

Describe the need for increased competition by having more than one broadband Internet service provider serve the jurisdiction.

As stated in the previous section, all census tracts located in the City have access to at least two service providers. However, residents will benefit from increased competition to compare costs and broadband speed.

MA-65 Hazard Mitigation - 91.210(a)(5), 91.310(a)(3)

Describe the jurisdiction's increased natural hazard risks associated with climate change.

Wildland fires are an ongoing concern for Madera County. The City of Madera is within a Local Responsibility Area, meaning the City is responsible for wildfire protection. Wildfire threat within the City ranges from low to moderate. The highest threat occurs along the eastern edge of the City. There are no notable wildfire events within the City limits within recent history. Vegetation fires that occur during the dry months are small and quickly contained. According to the Madera County Local Hazard Mitigation Plan, a total of 91 residents in Madera are at risk of moderate or higher wildfire risk.

Madera is traversed by several stream systems and is at risk of both the 100-year and 500-year flood. Federal Emergency Management Agency (FEMA) has identified flood zones for the City. In the past, flooding in Madera was a relatively frequent event.

While flooding from the waterways is not considered a major risk, the City's General Plan identifies flooding associated with poor storm drainage as a major issue. In future flooding events, the extent of

damage will depend upon the area inundated and the level of urbanization that exists in flood-prone areas. The map below depicts FEMA identified flood zones.

FEMA Flood Zones



Source: FEMA DFRM, 20029

Describe the vulnerability to these risks of housing occupied by low- and moderate-income households based on an analysis of data, findings, and methods.

Environmental constraints pose constraints that can be generally mitigated through design or limitations on operations. However, the risk to low-and-moderate-income households is higher based on the data reported in this Plan as most households are renter-occupied and the average median income is less than the state average. These two criteria alone put these households at greater risk because (1) they are dependent on the owner of the home fixing necessary repairs and (2) they have less financial means to relocate if necessary.

Strategic Plan

SP-05 Overview

Strategic Plan Overview

This section contains the Strategic Plan for housing and community development that will guide the City of Madera's investment of Community Development Block Grant (CDBG) and the Home Investment Partnerships Program (HOME) funding during the 2025-2029 planning period. The City of Madera's priority needs were identified through an extensive public input process. The City will use its available CDBG and HOME resources to fund activities that will achieve the goals identified in the plan and address the priority needs.

The Consolidated Plan embodies and reflects six overall goals, which relate to the major commitments and priorities of HUD. These goals serve as the basis for the actions the City will use to meet these needs.

The goals are listed below in no order:

- Low- to moderate-income citizens will have access to safe, decent, and affordable housing
- Improve the quality and access to programs and facilities for health and safety, transportation, and recreation services
- Enhance the economic well-being of all citizens through education and training, employment opportunities, and business development
- Enhance the quality and use of the physical infrastructure of Madera
- Prevent and reduce homelessness
- Administration

The City anticipates funding activities using a variety of sources, including CDBG, HOME, the General Fund, and grants received by the City. The City will work with local and regional nonprofits, as well as affordable housing developers, to implement many of the activities. The City will also undertake public improvements using internal staff and contractors.

SP-10 Geographic Priorities – 91.215 (a)(1)

Geographic Area

1	Area Name:	City of Madera City Limits
	Area Type:	Madera City Limits
	Other Target Area Description:	
	HUD Approval Date:	
	% of Low/ Mod:	
	Revital Type:	Comprehensive
	Other Revital Description:	
	Identify the neighborhood boundaries for this target area.	City of Madera, California City Limits
	Include specific housing and commercial characteristics of this target area.	City of Madera, California City Limits

How did your consultation and citizen participation process help you to identify this neighborhood as a target area?	City of Madera, California City Limits
Identify the needs in this target area.	The City of Madera does not intend to target funds on a geographic basis, but rather based on need over the planning period. In consultation with City staff, service providers, and community groups, no areas were identified as needing a high level of investment.
What are the opportunities for improvement in this target area?	The City of Madera does not intend to target funds on a geographic basis, but rather based on need over the planning period. In consultation with City staff, service providers, and community groups, no areas were identified as needing a high level of investment.
Are there barriers to improvement in this target area?	The City of Madera does not intend to target funds on a geographic basis, but rather based on need over the planning period. In consultation with City staff, service providers, and community groups, no areas were identified as needing a high level of investment.

General Allocation Priorities

Describe the basis for allocating investments geographically within the jurisdiction (or within the EMSA for HOPWA)

The City of Madera does not intend to target funds on a geographic basis, but rather based on need over the planning period. In consultation with City staff, service providers, and community groups, no areas were identified as needing a high level of investment.

Certain types of projects, including affordable housing and accessibility improvements, were consistently ranked as a high priority. Given the difficulties that already exist in implementing these types of projects, it does not make sense to further limit them to a certain area within the City. Most of the services available in the City are open to all residents.

Geographic Area

The City is not proposing any geographic area targeting. The Geographic Priority Areas table is therefore not included.

SP-25 Priority Needs - 91.215(a)(2)

Priority Needs

Priority Needs Summary

1	Priority Need Name	Increase Affordable Housing
	Priority Level	High
	Population	Low- to moderate- income households Family types: Large families Families with children Elderly
	Geographic Areas Affected	City of Madera City Limits
	Associated Goals	Low- to moderate-income citizens will have access to safe, decent, and affordable housing Prevent and reduce homelessness
	Description	Use CDBG and HOME funds to advance the development of affordable housing and owner occupied rehabilitation including disability access/improvements and similar projects.
	Basis for Relative Priority	Community survey, stakeholder interviews, public workshops, needs assessment, and the housing market analysis identified this as a priority need.
2	Priority Need Name	Enhance Public Improvements and Public Infrastructure
	Priority Level	High
	Population	Low- to moderate- income households Family types: Families with children Elderly
	Geographic Areas Affected	City of Madera City Limits
	Associated Goals	Enhance the quality and use of the physical infrastructure of Madera

	Description	Addressing this need will work to improve public facilities and/or the physical structures throughout the City in CDBG program eligible areas. Improved infrastructure allows for further development of housing and community assets.
	Basis for Relative Priority	Community survey, stakeholder interviews, public workshops, needs assessment, and the housing market analysis identified this as a priority need.
3	Priority Need Name	Address Homeless Needs and Services
	Priority Level	High
	Population	Chronic homelessness individuals, families with children, veterans, elderly
	Geographic Areas Affected	City of Madera City Limits
	Associated Goals	Prevent and reduce homelessness
	Description	Addressing the individuals and families that are experiencing homelessness and preventing others from becoming homeless was among the top needs identified during the public meetings and surveys that were completed. There is a need to provide services to those experiencing homelessness and temporary shelter situations so the homeless individuals and families may regain housing stability.
	Basis for Relative Priority	Data from the needs assessment and market analysis and public outreach indicate that addressing and preventing homelessness in Madera and throughout the region is a top priority. As housing costs continue to rise while wages for lower-income earners fail to keep pace, more families and individuals are increasingly at risk of homelessness.
4	Priority Need Name	Improve Public Services
	Priority Level	High

	Population	Low- to moderate- income households Family types: Families with children Elderly
	Geographic Areas Affected	City of Madera City Limits
	Associated Goals	Improve the quality and access to programs and facilities for health and safety, transportation, and recreation services
	Description	Housing and general cost of living expenses continue to increase. Lower income households may need support services to obtain and maintain standard affordable housing. Providing support services including but not limited to childcare, after-school programs for youth, recreational activities for seniors and supportive services for at-risk populations will assist lower income households obtain and maintain standard affordable housing.
	Basis for Relative Priority	Based on feedback during the community engagement and community survey, the need for social and supportive services remains a critical area of need throughout the City of Madera.
5	Priority Need Name	Community and Economic Development
	Priority Level	High
	Population	Low- to moderate- income households Family types: Families with children Elderly
	Geographic Areas Affected	City of Madera City Limits
	Associated Goals	Enhance the economic well-being of all citizens through education and training, employment opportunities, and business development
	Description	With the rising cost of living, there is a growing need to help lower-income households increase their earnings. Providing job training and educational opportunities can empower low- and moderate-income households to improve their financial stability. The City will also continue seeking new partnerships with businesses, developers, and service providers to advance community and economic development.
	Basis for Relative Priority	Based on the needs assessment and community engagement process there is a need to increase the number of jobs paying a living wage and there is a need to match existing job openings with trained individuals.

Narrative (Optional)

The City identified the following priority needs and goals based on the results of the qualitative and quantitative analyses of the Needs Assessment.

Additional information related to goal outcomes can be reviewed in section SP-45.

SP-30 Influence of Market Conditions – 91.215 (b)

Influence of Market Conditions

Affordable Housing Type	Market Characteristics that will influence the use of funds available for housing type
Tenant Based Rental Assistance (TBRA)	Slightly less than half of the of housing units are renter-occupied. Finding a large enough home for a household with three or more persons is challenging. While the most common size for renter-occupied units is a three bedroom, it is simply not affordable for most. The median income for renter-occupied households is \$40,454 while the estimated annual salary to afford a three bedroom is \$79,920. This misalignment in income fuels the overcrowding housing problem. Families are cost burdened; therefore, they are living in an overcrowded household.
TBRA for Non-Homeless Special Needs	During the public engagement process, local stakeholders suggested there is too little housing inventory available to support the special needs population. Persons in this category face special circumstances that may affect their ability to access community supportive social services. Persons with disabilities face a wide range of housing needs including housing location, size of unit, and reasonable accommodation for the unit. Affordability is also a concern.
New Unit Production	Local stakeholders voiced their concern with the shortage of affordable housing. The City is committed to working with developers toward the production of new units. Local conditions and regulations that may impact the housing market can be reviewed by local government. This may impact future growth through actions that address housing needs for diversity of the population, address public health and safety, and facilitate reducing the cost of housing production.
Rehabilitation	Over half of the housing stock throughout Madera County is more than 30 years old. These units are potentially in need of repair and modernization improvements. Housing units built before 1978 may have health risks such as lead-based paint and asbestos. Notably, White, Hispanic/Latino, elderly, and large households in the City experience high rates of housing problems.
Acquisition, including preservation	The preservation of units is essential in maintaining adequate housing stock. Likewise the acquisition of units is only feasible if it is affordable. Since the majority of households are renter-occupied, a focus on preserving and rehabilitating housing inventory may be a more realistic short-term response while the production of new units may be considered a long-term goal.

SP-35 Anticipated Resources - 91.215(a)(4), 91.220(c)(1,2)

Introduction

The City anticipates to receive federal CDBG funding of \$989,791 for each year for an estimated total of \$4,948,955 throughout the five year Consolidated Plan period. The City also expects to receive federal HOME funding of \$353,555.54 for each year for an estimated total of \$1,767,777 throughout the five year Consolidated Plan period.

Anticipated Resources

Program	Source of Funds	Uses of Funds	Expected Amount Available Year 1				Expected Amount Available Remainder of Con Plan \$	Narrative Description
			Annual Allocation: \$	Program Income: \$	Prior Year Resources: \$	Total: \$		
CDBG	public - federal	Acquisition Admin and Planning Economic Development Housing Public Improvements Public Services	\$989,791	4,000	\$10,000	1,003,791	\$3,975,164	<p>The City is a CDBG entitlement jurisdiction.</p> <p>Revolving Loan Fund (Program Income) – is received inconsistently throughout the year. The program income is made up of outstanding business loans disbursed from through the Revolving Loan Fund.</p> <p>In 2024/25 the City funded the Pequenos Empresarios Project in the amount of \$10,000. This project was unable to come to fruition. Therefore, the City is incorporating it into the 2025/26 PY and allocating it to support the development if James Taubert Park.</p>

Program	Source of Funds	Uses of Funds	Expected Amount Available Year 1				Expected Amount Available Remainder of Con Plan \$	Narrative Description
			Annual Allocation: \$	Program Income: \$	Prior Year Resources: \$	Total: \$		
HOME	public - federal	Housing	\$353,555			\$353,555	\$1,414,220	The City is an entitlement jurisdiction for HOME funding.
PLHA	public – state	Housing	\$1,361,913			\$1,361,913	\$0	The City is a recipient of Permanent Local Housing Allocation funds. The remaining balance if for award years 2021-2023.

Explain how federal funds will leverage those additional resources (private, state and local funds), including a description of how matching requirements will be satisfied

The CDBG program does not have a matching requirement. However, in evaluating the proposals for CDBG funding each year, the City uses the availability of matching funds as a factor in determining recommended allocations.

If appropriate, describe publicly owned land or property located within the jurisdiction that may be used to address the needs identified in the plan

No publicly owned land or property within the City has been identified that would be used to address identified needs. However, the City could use some CDBG and/or HOME funding to acquire such land over the course of the planning period. Furthermore, the City may consider the use of surplus land for the development of affordable housing units.

Discussion

The City attempts to maximize the use of all of its available funding sources by encouraging projects that access private financing (grants, loans, and donations) or other Federal or State funding resources, including tax credits. The City actively pursues available grants for housing and community development programs.

SP-40 Institutional Delivery Structure – 91.215(k)

Explain the institutional structure through which the jurisdiction will carry out its consolidated plan including private industry, non-profit organizations, and public institutions.

Responsible Entity	Responsible Entity Type	Role	Geographic Area Served
City of Madera Grants Administration Department	Government	Affordable housing, homelessness, non-homeless special needs, community and economic development	City-wide
Housing Authority of Madera	Government	Affordable housing, homelessness	City-wide
Fresno-Madera Continuum of Care	Continuum of Care	Homelessness needs	City-wide
Hope House, Turning Point	Non-profit	Homelessness needs	City-wide
Madera County Department of Social Services	Government	Homelessness needs	City-wide
Madera County, Office of Education	Government	Homelessness needs of unaccompanied youth	City-wide
Madera County Behavioral Health Services	Government	Mental health services, substance use disorder services, youth services, crisis services	City-wide
Madera County Public Health Department	Government	Community health promotion and education	City-wide
Madera County Workforce Investment Corporation	Non-profit	Workforce development and job training	City-wide
Madera County Economic Development Corporation	Non-profit	Workforce development and business development	City-wide
First 5 Madera	Non-profit	Non-homeless special needs, children	City-wide
Madera County Food Bank	Non-profit	Food bank	City-wide

Self Help Enterprises	Non-profit	Affordable housing and community development	City-wide
Habitat For Humanity (Fresno)	Non-profit	Affordable housing	City-wide
St. Joachim's Catholic Church	Non-profit	Food drives and support for the homeless or underserved populations	City-wide
Victory Outreach Church	Non-profit	Food drives and support for the homeless or underserved populations	City-wide
Community Action Partnership of Madera County	Non-profit	Affordable housing, homelessness needs, and workforce development	City-wide
Madera Chamber of Commerce	Non-profit	Economic development	City-wide
California Rural Legal Assistance	Non-profit	Legal aid services	City-wide

Assess of Strengths and Gaps in the Institutional Delivery System

The role of the City of Madera Grants Administration Department is to serve as the Lead Agency by providing oversight of the implementation, contracting, and monitoring of the CDBG and HOME programs. The working relationship between the City and the organizations described elsewhere in the Consolidated Plan is strong. The size of the City provides the opportunity for direct and fast communication between its partners. As a result of these factors, gaps in program services or program delivery are typically not a result of poor institutional structure or lack of intergovernmental cooperation, but rather due to shortcomings in available resources.

The primary gap is inadequate funding to meet the level of need. Funding gaps are most common for extremely low-income households, chronically homeless, homeless youth, and those living in transitional shelters. These funding gaps are either a lack of monetary resources to meet physical needs such as housing and food, or staffing needs for nonprofits to employ the needed number of capable staff to provide case management and other supportive services.

Availability of services targeted to homeless persons and persons with HIV and mainstream services

Homelessness Prevention Services	Available in the Community	Targeted to Homeless	Targeted to People with HIV
Homelessness Prevention Services			
Counseling/Advocacy	X	X	
Legal Assistance	X	X	
Mortgage Assistance	X		
Rental Assistance	X	X	
Utilities Assistance	X	X	
Street Outreach Services			
Law Enforcement			
Mobile Clinics			
Other Street Outreach Services	X	X	
Supportive Services			
Alcohol & Drug Abuse	X	X	
Child Care	X		
Education	X	X	
Employment and Employment Training	X		
Healthcare	X		
HIV/AIDS	X		
Life Skills	X	X	
Mental Health Counseling	X	X	
Transportation	X		
Other			
Other			

Describe how the service delivery system including, but not limited to, the services listed above meet the needs of homeless persons (particularly chronically homeless individuals and families, families with children, veterans and their families, and unaccompanied youth)

The City of Madera participates in the Fresno Madera Continuum of Care (FMCoC). The Fresno and Madera Continuum of Care is a consortium of community organizations, private and public, not-for-profit and for-profit entities committed to ending homelessness in Fresno and Madera. The FMCoC's strategy revolves around the belief that the most effective solution to homelessness is to address immediate crisis basic needs before homelessness occurs, rapidly re-house the homeless through affordable local housing, and ensuring necessary supports are in place to promote sustainability and stability. The FMCoC is overseen by a Governing Board, which coordinates and facilitates the planning process and oversees the distribution of funding. The Governing Board is comprised of both elected and appointed members representing the range of organizations and groups needed to end homelessness, including homeless service providers, consumers and advocates, City, County and state agencies, and business and foundation leaders.

Describe the strengths and gaps of the service delivery system for special needs population and persons experiencing homelessness, including, but not limited to, the services listed above

Included within this Continuum of Care are schools, faith organizations, local businesses and employers, civic organizations, and concerned individuals, as well as public and private providers and service- funders that help address the needs of people who are homeless. Shelter providers, mental health organizations, substance abuse treatment programs, domestic violence counseling centers, employment assistance groups, housing developers, and state and City government offices all play key roles in the organization. Through outreach and consultation, the following general housing needs were identified for the homeless and formerly homeless:

- Additional capacity of temporary shelters.
- Transitional support housing for individuals who are experiencing homelessness, mental health and/or substance use issues.
- Housing for homeless young people and young people transitioning out of foster care.

Provide a summary of the strategy for overcoming gaps in the institutional structure and service delivery system for carrying out a strategy to address priority needs

The City of Madera hopes to address these needs by first identifying appropriate programs and services to provide in the City, then providing local services, facilities, and programs over time to assist target- income residents. The City will work closely with its nonprofit partners to determine whether there are any funding resources or collaborative relationships (e.g., shared space) that would facilitate greater local service provision.

SP-45 Goals Summary – 91.215(a)(4)

Goals Summary Information

Sort Order	Goal Name	Start Year	End Year	Category	Geographic Area	Needs Addressed	Funding	Goal Outcome Indicator
1	Low- to moderate-income citizens will have access to safe, decent, and affordable housing	2025	2029	Affordable Housing	City of Madera City limits	Housing needs	CDBG: \$322,982 HOME: \$1,590,999.90 PLHA: \$1,361,913	Housing benefit: 20 persons assisted
2	Improve the quality and access to programs and facilities for health and safety, transportation, and recreation services	2025	2029	Non-homelessness special needs	City of Madera City limits	Public services	CDBG: \$350,000	10,000persons assisted
3	Enhance the economic well-being of all citizens through education and training, employment opportunities, and business development	2025	2029	Non-housing Community Development	City of Madera City limits	Community and economic development	CDBG: \$45,343	15 persons assisted
4	Enhance the quality and use of the physical infrastructure of Madera	2025	2029	Non-housing Community Development	City of Madera City limits	Public improvements and public infrastructure	CDBG: \$2,916,839	Households: 30,000
5	Prevent and reduce homelessness	2025	2029	Homeless	City of Madera City limits	Homeless needs and services	CDBG: \$350,000	Homelessness prevention: 1,400 people assisted

6	Administration	2025	2029	Administration	City of Madera City limits	Public Infrastruct ure and Facility Improvem ent Affordable Housing Public Services Homeless Services	CDBG: \$993,791 HOME: \$176,777.80	N/A
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Goal Descriptions

1	Goal Name	Low- to moderate-income citizens will have access to safe, decent, and affordable housing
	Goal Description	The activities tied to this goal will work to preserve and expand the supply of affordable housing for different population groups within the City.
2	Goal Name	Improve the quality and access to programs and facilities for health and safety, transportation, and recreation services
	Goal Description	Will help to address basic needs as well as provide important services to the community
3	Goal Name	Enhance the economic well-being of all citizens through education and training, employment opportunities, and business development
	Goal Description	The activities tied to this goal will work to increase residents' job readiness through skill training, promotion of business, educational opportunities, and other strategies that may serve low-income populations in their attempts to seek economic opportunities.

4	Goal Name	Enhance the quality and use of the physical infrastructure of Madera
	Goal Description	The investment in publicly owned facilities and infrastructure improves the community and neighborhoods in which they serve. This investment directly impacts housing development and economic growth of communities. The activities tied to this goal may include improvements to parks, streets, sidewalks, lighting, ADA accessibility, among other infrastructure and/or facilities that serve residents.
5	Goal Name	Prevent and reduce homelessness
	Goal Description	The activities tied to this goal will support getting individuals and families out of homelessness as well as preventing individuals and families from becoming homeless.
6	Goal Name	Administration
	Goal Description	Provide Administrative Services to Achieve Madera 2025-2029 Consolidated Plan Goals

Estimate the number of extremely low-income, low-income, and moderate-income families to whom the jurisdiction will provide affordable housing as defined by HOME 91.315(b)(2)

The City of Madera uses CDBG funds primarily for public services, economic development, and capital projects/public improvements. The City funds housing activities with Department of Housing and Community Development HOME and CalHome grants.

SP-50 Public Housing Accessibility and Involvement – 91.215(c)

Need to Increase the Number of Accessible Units (if Required by a Section 504 Voluntary Compliance Agreement)

The Housing Authority of Madera (HACM) Section 504 Voluntary Compliance Agreement does not require an increase in the number of accessible units.

Activities to Increase Resident Involvements

HACM encourages residents to participate by holding resident meetings and question and answer workshops. HACM sends out informational flyers in both English and Spanish to inform residents of any updates and encourage feedback and comments regarding any changes.

Is the public housing agency designated as troubled under 24 CFR part 902?

No

Plan to remove the 'troubled' designation

HACM is not identified as "troubled."

SP-55 Barriers to affordable housing – 91.215(h)

Barriers to Affordable Housing

The provision of affordable housing can be constrained by a number of factors, including public policies on housing and residential investment. Potential barriers to affordable housing include:

- Land use controls: Zoning designations affect the availability of land for multifamily development.
- Residential development standards: Parking regulations, height limits, and open space requirements may constrain the density of a housing development but are essential for ensuring Madera remains a safe and attractive community.
- Off-site Improvements: Off-site improvements can be a major cost of development, but are essential to orderly development, the provision of services, and the health and safety of residents. In addition to the cost of fees on new projects, the amount of time required to process them varies by project, and the developer generally must pay holding costs, such as property taxes, during this time.
- Construction costs: Construction costs can be a major barrier, especially when prevailing wage law is triggered.
- Availability of financing: Securing financing for affordable housing is more difficult than market rate housing.

Strategy to Remove or Ameliorate the Barriers to Affordable Housing

The City is committed to removing or reducing barriers to affordable housing whenever possible. The City's Housing Element contains a variety of actions to address these barriers, including:

- Providing incentives for the development of affordable housing, such as density bonus, priority processing, expedited review, and modification of development requirements, such as parking standards for special needs housing.
- Providing fee waivers and adjustments for infill projects.
- Supporting funding applications and pursuing grant funding for affordable housing.

The strategy of the City of Madera will be to continue ongoing efforts to review all potential barriers to affordable housing that are within their authority to address; to continue to pursue and utilize available funding for housing rehabilitation; and to continue to work with and partner with housing nonprofit agencies, and housing developers from the nonprofit and for-profit sectors to promote the development of affordable and special-needs housing across the City.

SP-60 Homelessness Strategy – 91.215(d)

Reaching out to homeless persons (especially unsheltered persons) and assessing their individual needs

One of the City's goals relates to expanding homeless housing and services. To that end, the City expects to work with nonprofits that provide counseling and outreach to homeless persons or those at risk of homelessness. The City will continue to participate in the Fresno Madera

Continuum of Care and the Madera County Homeless Coalition to coordinate regionally on homeless issues.

Addressing the emergency and transitional housing needs of homeless persons

The Fresno-Madera Continuum of Care (FMCoC) provides comprehensive homeless and housing services to individuals in both the Fresno and Madera regions. The City has actively worked with the FMCoC address emergency and transitional housing needs in Madera. FMCoC assists homeless persons make the transition from homelessness to independent or supportive permanent housing. FMCoC provides access to education, health and mental health services, employment training, and life skills development. FMCoC is comprised of members from a broad spectrum, including: service providers, government agencies, housing providers, and community coalitions. The FMCoC continues to increase its effectiveness over the past several years and will continue to work together to meet the needs of all individuals and families needing services along the spectrum of assistance provided by the FMCoC and its partners.

Helping homeless persons (especially chronically homeless individuals and families, families with children, veterans and their families, and unaccompanied youth) make the transition to permanent housing and independent living, including shortening the period of time that individuals and families experience homelessness, facilitating access for homeless individuals and families to affordable housing units, and preventing individuals and families who were recently homeless from becoming homeless again.

The City's strategic plan goals contribute to helping homeless persons make the transition to permanent housing and independent living by supporting facilities operated by agencies that serve these populations and by expanding affordable housing options to these populations. Specifically, the City will:

- Continue to incorporate and support the programs provided by Madera County Behavioral Health Department.
- Work with and support Community Action Partnership of Madera County.
- Work with and support the homeless providers of Madera County Office of Education and Madera Unified School District.

Help low-income individuals and families avoid becoming homeless, especially extremely low-income individuals and families who are likely to become homeless after being discharged from a publicly funded institution or system of care, or who are receiving assistance from public and private agencies that address housing, health, social services, employment, education or youth needs

The City will help low-income individuals and families avoid becoming homeless by expanding affordable housing opportunities in Madera. The City will also consider providing funding for service providers that serve these populations and assist residents in becoming self-sufficient. The City will continue to encourage participation in the FMCoC and collaborate with:

- Central California Women's Facility
- Madera County Sheriff's Department
- City of Madera Police Department
- Madera County Department of Social Services

- Madera County Workforce Investment Corporation
- Madera Rescue Mission
- Housing Authority of the City of Madera
- First 5 Madera
- Madera Unified School District
- Madera County Office of Education
- Madera County Behavioral Health
- Madera County Department of Social Services
- Madera Community Hospital
- Camarena Health Centers
- Madera County Homeless Coalition

SP-65 Lead based paint Hazards – 91.215(i)

Actions to address LBP hazards and increase access to housing without LBP hazards

This section outlines programs the City will pursue over the next five years to evaluate and reduce lead-based paint hazards. According to the Needs Assessment almost half of all renter-occupied units were built before 1980. Since older units are more at-risk of lead-based paint, programs that help renter-occupied housing are critical.

The City will continue to enforce building, electrical, mechanical and fire codes to assure safe housing. The City shall continue to explore new sources of revenue to make its code enforcement programs self-sufficient. Information programs will be developed, and technical assistance will be provided to educate families to identify lead-based paint and to reduce the incidence of accidental ingestion of leaded paint by infants and children. In addition, the City will continue to seek and use available funds for weatherization and energy conservation work in homes and provide for inspection and reduction of lead-based paint hazards as priority in housing rehabilitation programs. Finally, the City will continue to incorporate energy measures and lead-based paint removal into Housing Rehabilitation work, especially insulation and weather stripping.

How are the actions listed above related to the extent of lead poisoning and hazards?

Through inspections and programs to help fund building upgrades, the hazards of lead poisoning should be reduced.

How are the actions listed above integrated into housing policies and procedures?

These actions are part of code enforcement, and are included in weatherization and energy conservation programs, as well as in the Housing Rehabilitation program.

SP-70 Anti-Poverty Strategy – 91.215(j)

Jurisdiction Goals, Programs and Policies for reducing the number of Poverty-Level Families

There are two aspects to the City's anti-poverty strategy: Economic development and direct services.

The programs and policies for producing and preserving affordable housing set forth in the housing component of the Consolidated Plan will be coordinated with these new wage earners so that they can take advantage of new housing opportunities.

In addition to the economic development-based approach identified above, the City will pursue the following anti-poverty strategies:

- Provide support services to low-income households to achieve self-sufficiency: childcare, youth services, and elderly services.
- Provide targeted youth services to teach job training and life skills.
- Reduce concentration of poverty through geographic dispersion of affordable housing. The City will encourage affordable housing developments that locate outside of existing low-income neighborhoods. This geographic dispersion allows for increased opportunities for low-income households.

How are the Jurisdiction poverty reducing goals, programs, and policies coordinated with this affordable housing plan

Dispersion of affordable housing can indirectly reduce poverty by expanding opportunities for better schools and access to job centers.

SP-80 Monitoring – 91.230

Describe the standards and procedures that the jurisdiction will use to monitor activities carried out in furtherance of the plan and will use to ensure long-term compliance with requirements of the programs involved, including minority business outreach and the comprehensive planning requirements

On-Site Monitoring Workflow:

Step 1 Send Notification

The Program Manager sends a Notification Letter to the subrecipient. The letter will be sent at least thirty days prior to the site visit confirming the following:

- The dates and scope of the monitoring visit
- Provide a description of the information that will be reviewed
- Provide an applicable HUD monitoring checklist

Step 2 Entrance Interview

The Program Manager conducts an entrance interview with the subrecipient to review the monitoring process and procedures. The Program Manager uses the HUD Monitoring

Checklist to guide the on-site monitoring process.

Step 3 Conduct Monitoring Review

The Program Manager conducts a program and compliance monitoring with components for a specific program year. The Program Manager completes all applicable worksheets, documenting the monitoring review.

Step 4 Exit Interview

The Program Manager will present tentative conclusions, request information to clarify any concerns, and suggest improvements. The Program Manager will inform the subrecipient that a formal letter with conclusion will be sent within 30 days.

Step 5 Completion of Monitoring Report

Within 30 calendar days of the on-site monitoring review, the Program Manager generates a monitoring report that will include any concerns and findings. The monitoring report is reviewed and approved by the Grants Administrator and then mailed to the subrecipient.

Step 6. Obtain Written Response

If there are monitoring findings or concerns, a written response is required from the subrecipient within 30 days.

Step 7. Close Finding

If the City is satisfied with the subrecipient's response to the concern and/or findings, it will close out the finding in writing. The Program Manager will report monitoring findings to the Block Grant Commission.

Appendix A: Community Engagement Meeting Summaries & Survey Results

RESOLUTION NO. 25-__

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MADERA,
CALIFORNIA APPROVING THE COMMUNITY DEVELOPMENT
BLOCK GRANT (CDBG) PROGRAM YEAR 2025/26 ALLOCATION IN
THE AMOUNT OF \$989,791 IN THE PROGRAM YEAR 2025/26
ANNUAL ACTION PLAN**

WHEREAS, the U.S. Department of Housing and Urban Development (HUD) requires recipients of Community Development Block Grant (CDBG) funding to submit a five-year Consolidated Plan; and

WHEREAS, the City has completed the development process for the Program Year 2025/26 Annual Action Plan; and

WHEREAS, the City is an entitlement jurisdiction for the CDBG program and funding is dependent upon the submission of an Annual Action Plan:

WHEREAS: the City's CDBG entitlement allocation for the Program Year 2025/26 is \$989,791; and

WHEREAS: the Annual Action Plan is due to HUD by August 16, 2025.

NOW THEREFORE, the City Council of the City of Madera hereby finds, orders and resolves as follows:

1. The foregoing recitals are true and correct and are incorporated herein by reference.
2. The City Council approves allocation of the Program Year 2025/26 U.S. Department of Housing and Urban Development City of Madera CDBG allocation in the amount \$989,791 in the Program Year 2025/26 Annual Action Plan, which is attached as Exhibit A to this resolution and incorporated by reference.
3. This resolution is effective immediately upon adoption.



City of Madera

2025/26 *Fiscal Year*

Community Development Block Grant and HOME Investment Partnership Program Annual Action Plan



Expected Resources

AP-15 Expected Resources – 91.220(c)(1,2)

Introduction

The City is including three financial resources:

1. The City’s CDBG annual entitlement award in the amount of \$989,791.
2. The City’s HOME entitlement allocation in the amount of \$353,555.54.
3. The City’s Prior Year’s Resources: Revolving Loan Fund balance in the approximate amount of \$248,220.02 and unexpended balance from the 2024/25 Program Year in the amount of \$10,000.

Anticipated Resources

The table below provides detail related to the financial resources the City expects to receive during the 2025/26 Program Year (PY).

Program	Source of Funds	Uses of Funds	Expected Amount Available Year 1				Expected Amount Available Remainder of ConPlan \$	Narrative Description
			Annual Allocation: \$	Program Income: \$	Prior Year Resources: \$	Total: \$		

CDBG	public - federal	Acquisition Admin and Planning Economic Developmen t Housing Public Improvement s Public Services	989,791.00	\$4,000	\$258,220.02	\$1,242,011.02	\$3,975,164	The City was allocated \$989,791 for the 2025/26 PY. The City anticipates receiving approximately \$4,000 in program income from outstanding Revolving Loan Program recipients throughout the PY. The City will be reallocating the current revolving loan fund balance in the amount of \$248,220.02 and the unexpended balance from the 2025/25 PY of \$10,000, for a total of \$258,220.02 to support the construction of the James Taubert Park.
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HOME	public - federal	Admin and Planning Housing	\$353,556.54	0.00	0.00	\$353,556.54	\$1,414,220	The City was allocated \$353,556.54 for the 2025/26 PY.
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Table 1 - Expected Resources – Priority Table

Explain how federal funds will leverage those additional resources (private, state and local funds), including a description of how matching requirements will be satisfied

The City does not have a matching fund requirement for either the CDBG or HOME programs.

If appropriate, describe publicly owned land or property located within the jurisdiction that may be used to address the needs identified in the plan

Discussion

The City of Madera Parks Department was awarded \$1,990,000 for constructing a new park from multiple state funding sources. Currently, the City Parks Department is in the procurement phase of developing a new park, James Taubert Park. To support the City's timeliness and meet local needs, the Revolving Loan Fund balance will be reallocated to support this project.

The City could also use some CDBG funding to acquire such land over the course of the planning period. With the recently awarded HOME funds, the City may consider the use of public land for the development of affordable housing units.

Discussion

The projects described above support two of the goals identified in the 2025/29 Consolidated Plan.

The highest local need is increase of the affordable housing stock. HOME funds will be used toward increasing housing stock and/or improving the existing housing stock in the community. This may be met through the implementation of an owner-occupied rehabilitation program and/or through the development of new affordable housing.

Increasing assets in the community is also a non-housing goal established in the 2025/29 Consolidated Plan. The addition of a public park in an underserved area is in line with this goal. CDBG funds in the form of revolving loan program income will be reallocated to support the construction of the James Taubert Park.

Annual Goals and Objectives

AP-20 Annual Goals and Objectives

Goals Summary Information

The City is obligated to identify annual goals that support the current Consolidated Plan. The table below provides detail related to the goals for the 2025/6 PY.

The project, funding amounts, and outcome indicators are proposed based on funding recommendations from the Block Grant Commission. All projects will be reviewed and finalized by City Council during the Special Meeting of the City Council on August 13, 2025, where a public hearing will open at 6:00pm and final projects and funding amounts will be approved.

Sort Order	Goal Name	Start Year	End Year	Category	Geographic Area	Needs Addressed	Funding	Goal Outcome Indicator
1	Low- to moderate-income citizens will have access to safe, decent, and affordable housing	2025	2029	Affordable Housing	City of Madera City limits	Housing needs	CDBG: HOME: \$318,200	Housing benefit: 4 persons assisted
2	Improve the quality and access to programs and facilities for health and safety, transportation, and recreation services	2025	2029	Non-homelessness special needs	City of Madera City limits	Public services	CDBG: \$70,000	2,000 persons assisted

3	Enhance the economic well-being of all citizens through education and training, employment opportunities, and business development	2025	2029	Non-housing Community Development	City of Madera City limits	Community and economic development	CDBG: \$33,424	23 persons assisted
4	Enhance the quality and use of the physical infrastructure of Madera	2025	2029	Non-housing Community Development	City of Madera City limits	Public improvements and public infrastructure	CDBG: \$581,367.74 Prior Year's Resources: \$258,220.02	Households: 10,295
5	Prevent and reduce homelessness	2025	2029	Homeless	City of Madera City limits	Homeless needs and services	CDBG: \$70,000	Homelessness prevention: 2,800 people assisted
6	Administration	2025	2029	Administration	City of Madera City Limits	Housing Needs Community Services Public Improvements and Public Infrastructure Homeless Needs and Services	CDBG: \$198,758.20 HOME: \$35,355.55	Other: 0 Other

Table 2 – Goals Summ

Goal Descriptions

1	Goal Name	Goal 1: Low-to moderate- income citizens will have access to safe, decent, and affordable housing.
	Goal Description	The activities tied to this goal will work to preserve and expand the supply of affordable housing for different population groups within the City.
2	Goal Name	Goal 2: Improve the quality and access to programs and facilities for health and safety, transportation and recreation services.
	Goal Description	Will help to address basic needs as well as provide important services to the community.
3	Goal Name	Goal 3: Enhance the economic well-being of all citizens through education and training, employment opportunities, and business development.
	Goal Description	The activities tied to this goal will work to increase residents' job readiness through skill training, promotion of business, educational opportunities, and other strategies that may serve low-income populations in their attempts to seek economic opportunities.
4	Goal Name	Goal 4: Enhance the quality and use of the physical infrastructure of Madera
	Goal Description	The investment in publicly owned facilities and infrastructure improves the community and neighborhoods in which they serve. This investment directly impacts housing development and economic growth of communities. The activities tied to this goal may include improvements to parks, streets, sidewalks, lighting, ADA accessibility, among other infrastructure and/or facilities that serve residents.
5	Goal Name	Goal 5: Prevent and Reduce Homelessness
	Goal Description	The activities tied to this goal will support getting individuals and families out of homelessness as well as preventing individuals and families from becoming homeless.
6	Goal Name	Administration
	Goal Description	Provide Administrative Services to Achieve Madera 2025-2029 Consolidated Plan Goals

Projects

AP-35 Projects – 91.220(d)

Introduction

Projects

#	Project Name
1	City of Madera CDBG Admin 25/26
2	City of Madera HOME Admin 25/26
3	CAPMC Administration- Fresno Madera Continuum of Care, PIT Count
4	OLIVE Charitable Organization- The Bennet House
5	City Parks Department- Seniors Nutrition & Recreational Programs
6	Community Action Partnership- Housing Stabilization
7	Madera Coalition for Community Justice- Youth Environmental Stewardship Project
8	Madera County Workforce- In-home Child Care
9	Project Run Madera
10	City Public Works- Sidewalk and ADA Corner Ramp (2025)
11	City Parks Department- Centennial Park Pool
12	James Taubert Park
13	Project HOME

Table 3 - Project Information

Describe the reasons for allocation priorities and any obstacles to addressing underserved needs

The projects that were prioritized were housing, homelessness, and infrastructure. These priorities were identified through the data analysis and citizen participation feedback for the 2025/29 Consolidated Plan. While there are several constraints to meeting the needs of low-income residents, the primary obstacle is that there+ is a lack of funding to fully address all needs. The economic challenges facing the nation have forced many nonprofits to cut services at a time when governmental entities and others are least able to provide them.

AP-38 Project Summary

Project Summary Information – *Proposed*

1	Project Name	City of Madera CDBG Admin 25/26
	Target Area	City of Madera city limits
	Goals Supported	Goal 6: Administration
	Needs Addressed	Housing Needs Community Services Public Improvements and Public Infrastructure Homeless Needs and Services
	Funding	CDBG: \$177,958.20
	Description	The City of Madera provides full oversight of the CDBG program. Administrative funding will be applied to personnel costs associated with providing such oversight. Examples of operating tasks associated with oversight include: subrecipient invoice processing, subrecipient monitoring, revising policies and procedures, and daily program management tasks.
	Target Date	6/30/2026
	Estimate the number and type of families that will benefit from the proposed activities	This activity provides administration oversight of the CDBG program; therefore, an estimated number of participants isn't proposed.
	Location Description	CDBG staff are housed at the City of Madera, City Hall building.
	Planned Activities	CDBG administration includes all program monitoring of subrecipients of CDBG funds and grantee oversight of the annual CDBG allocation
2	Project Name	City of Madera HOME Admin 25/26
	Target Area	City of Madera city limits
	Goals Supported	Goal 6: Administration
	Needs Addressed	Housing Needs

	Funding	HOME: \$35,355.55
	Description	The City of Madera provides full oversight of the HOME program. Administrative funding will be applied to personnel costs associated with providing such oversight.
	Target Date	06/30/2006
	Estimate the number and type of families that will benefit from the proposed activities	This activity provides administration oversight of the CDBG program; therefore, an estimated number of participants isn't proposed.
	Location Description	HOME staff are housed at the City of Madera, City Hall building.
	Planned Activities	HOME administration includes all program development and implementation. It involves reimbursement processing and monitoring of the HOME grant for compliance.
3	Project Name	CAPMC Administration- Fresno Madera Continuum of Care, PIT Count
	Target Area	City of Madera city limits
	Goals Supported	Goal 6: Administration
	Needs Addressed	Community Services
	Funding	CDBG: \$20,000.00
	Description	The Fresno Madera Continuum of Care (FMCoC) works collaboratively to reduce homelessness within Madera and Fresno Counties. Community Action Partnership of Madera County, Inc. is applying for CDBG funding in order to continue to pay for membership to the FMCoC in order to have 2 CAPMC staff to attend the FMCoC meetings which are held once a month. CAPMC has remained an active member in good standing with the FMCoC and is also an active participant on the FMCoC, board thanks to the CDBG funding.
	Target Date	6/30/2026

	Estimate the number and type of families that will benefit from the proposed activities	Administration for the program focusses on assessing the homeless need in the community. This assessment comes in the form of a Point In Time count. However, the PIT count is not funded by the CDBG grant. Staff paid for through this grant prepare for the annual PIT count.
	Location Description	Staff are housed at the Community Action Partnership office.
	Planned Activities	This grant pays for the planning of an annual homeless point in time survey count survey as well as staff participation in the Fresno Madera Continuum of Care.
4	Project Name	OLIVE Charitable Organization- The Bennet House
	Target Area	City of Madera city limits
	Goals Supported	Goal 5: Prevent and Reduce Homelessness
	Needs Addressed	Homeless Needs and Services
	Funding	CDBG: \$15,000.00
	Description	Olive Charitable Organization is an anti-trafficking agency that was founded by law enforcement in 2015. OLIVE offers safe housing, case management and advocacy to victims of human sex trafficking locally. The goal is to provide safety and assistance navigating through the different available resources to each client. The services are 'client centered' in that clients are encouraged to choose their own recovery pathway. A 'program' is not offered in the safe house, instead clients are offered a platform for supportive services for recovery. Tenants in the safe house are required to undergo random and regular drug and alcohol testing, progression in their services of choice, and random room inspections. OLIVE assists with maintaining all parole, probation and court orders as well. Deviation from these orders by clientele is not allowed. Measurements for success differ from each client as each person is different. Other activities promoted are education to the general public or any government or non-government agency and an outreach education related to trafficking and sexual exploitation to purchasers of commercial sex. OLIVE also hosts awareness campaigns such as the 'Red Sand Project'.
	Target Date	6/30/2026

	Estimate the number and type of families that will benefit from the proposed activities	Approximately 24 individuals are expected to be served by this project. The individuals are victims of human trafficking. On occasion, a child is housed along with the parent.
	Location Description	The services rendered are to victims living in the city limits of Madera.
	Planned Activities	OLIVE will provide temporary, transitional safe housing for victims of human sex trafficking. The goal of the project is to connect clients to available resources that will enable them to become self-sufficient. Resources included but are not limited to drug/alcohol rehabilitation, licensed therapy for trauma, life coaching, transportation, assistance with probation/parole, assistance through court ordered services, obtaining proper identification, medical services, and applying for employment/school assistance.
5	Project Name	City Parks Department- Seniors Nutrition & Recreational Programs
	Target Area	City of Madera city limits
	Goals Supported	Goal 2: Improve the quality and access to programs and facilities for health and safety, transportation, and recreation services
	Needs Addressed	Community Services
	Funding	CDBG: \$40,000.00
	Description	The City of Madera Parks & Community Services Department offers a wide range of programs and services to enhance the quality of life of the senior citizens aged 60 and over living in Madera. The Frank Bergon Senior Center and The Pan-American Community Center provide a wide range of services and programs to the community. These include educational opportunities, health and wellness classes, volunteer opportunities, social events, nutrition education and meals, games, arts and crafts, one-day trips and excursions, as well as access to a library and computer lab.
	Target Date	6/30/2026

	Estimate the number and type of families that will benefit from the proposed activities	Approximately 1,200 seniors who reside in the community will benefit from this project.
	Location Description	Activities for this project take place at the John Wells Youth Center. The Center is located in a residential disadvantaged area of the community. Additionally, there are Public Housing senior apartments within walking distance of the Center
	Planned Activities	The project will provide congregate meals, exercise and wellness classes, technology classes, and educational classes. Additionally, the participants will take part in a Senior Health & Wellness Fair that is focused on ageing. Educational day trips are also provided.
6	Project Name	City Public Works- Sidewalk and ADA Corner Ramp (2025)
	Target Area	City of Madera city limits
	Goals Supported	Goal 4: Enhance the quality and use of the physical infrastructure of Madera
	Needs Addressed	Public Improvements and Public Infrastructure
	Funding	CDBG: \$230,239.15
	Description	This activity will provide maintenance and repair of existing pedestrian facilities including sidewalks, access curb ramps, and drive approaches.
	Target Date	6/30/2026
	Estimate the number and type of families that will benefit from the proposed activities	An estimated 37,465 low-moderate income individuals are expected to benefit from this activity.
	Location Description	The project includes various location in the City of Madera within CDBG eligible census tracts.
	Planned Activities	The project includes necessary emergency and minor rehabilitation of sidewalks of 100 yards or more annually.

7	Project Name	City Parks Department- Centennial Park Pool Complex Deck & Facility Improvements
	Target Area	City of Madera city limits
	Goals Supported	Goal 4: Enhance the quality and use of the physical infrastructure of Madera
	Needs Addressed	Public Improvements and Public Infrastructure
	Funding	\$413,125.00
	Description	Centennial Park Pool Complex is located at the John Wells Youth Center. The pool complex needs repair and rehabilitation. The deck surface around the pool is in poor condition and isn't draining properly. Additionally, the storm-drain system needs repair. e Canopy covered areas are necessary as well as the addition of new tables and pool equipment. The building needs reconstruction as much of the equipment is exposed to the weather elements. General remodeling, including restrooms, paint, and other repairs will also be completed.
	Target Date	6/30/2026
	Estimate the number and type of families that will benefit from the proposed activities	This project will assist approximately 5,793 people
	Location Description	The Centennial Pool is located at the John Wells Youth Center which is located in a low-moderate income residential area. It is in walking distance from Public Housing apartments.
8	Planned Activities	Repairs and rehabilitation work at the Centennial Pool Complex located at the John Wells Youth Center.
	Project Name	Community Action Partnership- Housing Stabilization
	Target Area	City of Madera city limits
	Goals Supported	Goal 5: Prevent and Reduce Homelessness
	Needs Addressed	Homeless Needs and Services
	Funding	CDBG: \$50,000.00

	Description	<p>The number of people experiencing homelessness in Madera County continues to be an issue and has become a crisis. Community Action Partnership of Madera County, Inc. (CAPMC) intends to provide assistance such as outreach services, emergency housing, and deposit and rental assistance to individuals and families that find themselves homeless or at-risk of becoming homeless. For those individuals and families found during outreach efforts that find themselves homeless, CAPMC will assist with providing temporary emergency housing. Because some homeless individuals have emotional support animals, funding will also be used to pay for pet fees charged by the motels. For those individuals and families that are in need of assistance to keep their housing, for example, have fallen behind on rent or are in need of assistance with a deposit in order to move into housing, CAPMC will assist with prevention and diversion, assisting with the amount to help get them caught up with rent or moved in. This funding will also be utilized to assist those that are hard to place due to a variety of circumstances such as domestic violence cases.</p>
	Target Date	6/30/2026
	Estimate the number and type of families that will benefit from the proposed activities	A total of 10 low-moderate income individuals/households will be served by this project.
	Location Description	The Community Action Partnership of Madera County office is centrally located within the City. This allows easy access to individuals in need.
	Planned Activities	This project will pay for emergency housing (hotel stays) for those individuals/households that have exhausted all other means of assistance.
9	Project Name	Madera Coalition for Community Justice-
	Target Area	City of Madera city limits

	Goals Supported	Goal 3: Enhance the economic well-being of all citizens through education and training, employment opportunities, and business development
	Needs Addressed	Economic Development/Community Services
	Funding	CDBG: \$10,000.00
	Description	The project seeks to provide knowledge of business ownership fundamentals, rules and regulations and licensing and permit requirements.
	Target Date	6/30/2026
	Estimate the number and type of families that will benefit from the proposed activities	This program aims to assist a total of 20 individuals.
	Location Description	This program is located within the City of Madera.
	Planned Activities	MMEP will provide guidance for entrepreneurs in areas such as: business ownership fundamentals, rules and regulations and licensing permit requirements.
10	Project Name	Madera County Workforce Investment Corporation- In home Child Care Pilot Program
	Target Area	City of Madera Limits
	Goals Supported	Goal 3: Enhance the economic well-being of all citizens through education and training, employment opportunities, and business development
	Needs Addressed	Economic Development/Community services
	Funding	\$23,424.00
	Description	This program will offer scholarships to individual to get a CA State license to become an in-home day care provider
	Target Date	6/30/2026

	Estimate the number and type of families that will benefit from the proposed activities	This program aims to assist a total of 10 individuals.
	Location Description	This program is located within the City of Madera.
	Planned Activities	Madera County Workforce Investment Corporation will offer scholarships to support training for home-based childcare entrepreneurs through Nurture, a 501(c)3 and Community Development Financial Institution. Successful completion of this on-line 12-week program will result in a CA State license to become an in-home day care provider with the opportunity to access start-up capital upon completion. The program will ensure that low-income underserved residents have equitable access to the workforce system.
11	Project Name	Project Run Madera
	Target Area	City of Madera city limits
	Goals Supported	Improve the quality and access to programs and facilities for health and safety, transportation, and recreation services
	Needs Addressed	Community Services
	Funding	CDBG: \$10,000.00
	Description	The project provides running resources such as running shoes, shorts, shirts and sports bras to middle & high school runners; we also host community events such as our summer track clinic for grade k-12, where athletes learn and improve track skills. Purposes of project is to keep the youth off the streets, in the sport of running, and ultimately school
	Target Date	6/30/2026
	Estimate the number and type of families that will benefit from the proposed activities	It is estimated this allocation will assist 500 children within the City of Madera.

	Location Description	This will assist middle school and high school students in the City of Madera.
	Planned Activities	Project Run Madera provides running resources such as running shoes, shorts, shirts and sports bras to middle & high school runners.
12	Project Name	James Tauber Park
	Target Area	City of Madera city limits
	Goals Supported	Goal 2: Improve the quality and access to programs and facilities for health and safety, transportation, and recreation services
	Needs Addressed	Residents in an underserved area will gain access to a new park which increase access to recreation services.
	Funding	\$258,220.02
	Description	The scope of work for the James Taubert Park includes demolition and site preparation, providing site amenities and features, site utilities, concrete and playground installation, surfacing, shade structures, planting and irrigation, and drainage. The CDBG funds will support the scope of work for this project.
	Target Date	06/30/2026
	Estimate the number and type of families that will benefit from the proposed activities	There are 4,295 low-moderate income residents in the census block of the exact location of the park and immediately adjacent to the north of the proposed project location.
	Local Description	The park will be built in an underserved area in the eastern side of Madera.
	Planned Activities	Funds will be applied toward the design and development of the park.
13	Project Name	Project HOME
	Target Area	City of Madera city limits
	Goals Supported	Goal 1: Low- to moderate-income citizens will have access to safe, decent, and affordable housing

	Needs Addressed	The activities tied to this goal will work to preserve and expand the supply of affordable housing for different population groups within the City.
	Funding	HOME: 318,200.97
	Description	Project HOME will serve low-to-moderate-income households through the development of affordable housing and/or through rehabilitating existing housing stock. The City is in the planning phase of planning for affordable housing development but understands the need to increase/improve housing stock. Therefore, this project is designed to develop housing and/or rehabilitate existing housing.
	Target Date	06/30/26
	Estimate the number and type of families that will benefit from the proposed activities	4
	Location Description	City limits of the City of Madera
	Planned Activities	Acquisition, development, or rehabilitation of housing stock.

AP-50 Geographic Distribution – 91.220(f)

Description of the geographic areas of the entitlement (including areas of low-income and minority concentration) where assistance will be directed

The City of Madera does not direct assistance geographically.

Geographic Distribution

Target Area	Percentage of Funds
City of Madera City Limits	100

Table 4 - Geographic Distribution

Rationale for the priorities for allocating investments geographically

The rationale is driven by Madera's identified priority needs. All CDBG funds are allocated either to city-wide services and programs or within eligible census tracts.

Discussion

The City has not designated specific geographic areas within its jurisdiction to target or provide direct assistance.

Affordable Housing

AP-55 Affordable Housing – 91.220(g)

Introduction

The City understands the critical need to increase the affordable housing stock as well as assist in maintaining housing and/or prevent homelessness. There are two programs funded with CDBG monies and one funded with HOME monies this PY. The CDBG program will fund the OLIVE Charitable Organization and Community Action Partnership of Madera County. While the HOME program will fund Project HOME.

Details related to the goals of each activity are in the tables below.

One Year Goals for the Number of Households to be Supported	
Homeless	34
Non-Homeless	
Special-Needs	
Total	

Table 5 - One Year Goals for Affordable Housing by Support Requirement

One Year Goals for the Number of Households Supported Through	
Rental Assistance	
The Production of New Units	2
Rehab of Existing Units	2
Acquisition of Existing Units	
Total	

Table 6 - One Year Goals for Affordable Housing by Support Type

Discussion

The reduction or prevention of homelessness is one of the highest rated local needs in the 2025-2029 Consolidated Plan.

The CDBG program is funding two programs that support housing security and reduction/homeless prevention. The goal is to assist a total of 34 persons across both programs.

The HOME funds will be used to target the highest rated need, affordable housing. The City

recognizes the need to work toward this goal. While the production of affordable housing is time-consuming, the City intends on supporting this need through a two-pronged approach: 1) affordable housing development and 2) restoration/rehabilitation of existing housing stock. A total of 4 households may be served by this project.

AP-60 Public Housing – 91.220(h)

Introduction

Actions planned during the next year to address the needs to public housing

Public housing needs are addressed through the Housing Authority of the City of Madera (HACM). The HACM is independent of the City of Madera, and the City retains no control over its funding or implementation programs.

Actions to encourage public housing residents to become more involved in management and participate in homeownership

During the stakeholder meetings held for the development of this Action Plan, HACM staff highlighted the impact of the shortage of affordable housing units. While, they have voucher availability, it is difficult for those clients to located affordable housing units.

Staff will continue strategizing with HACM staff during the 2025/26 PY to discuss how to effectively address public housing needs as described in the HACM Public Housing Annual Plan and those identified in the City's 2025-2029 Consolidated Plan. Specifically, the City is actively participating in multiple community groups in partnership with the HACM including Housing our Homeless and Strategic Housing Needs.

If the PHA is designated as troubled, describe the manner in which financial assistance will be provided or other assistance

The Housing Authority is not designated as troubled and is in good standing under 24 CFR 902.

Discussion

For any additional information or inquiries about the Housing Authority's Public Housing Plan, requests can be sent to 205 North "G" Street, Madera, CA 93637.

AP-65 Homeless and Other Special Needs Activities – 91.220(i)

Introduction

The City's strategy related to the needs of the homeless, those at risk of homelessness, and other special needs populations is focused on providing funding to the Fresno/Madera Continuum of Care (FMCoC).

Describe the jurisdictions one-year goals and actions for reducing and ending homelessness including

In the 2025/26 Annual Action Plan, the City will be providing funding to the Community Action Partnership of Madera County (CAPMC) to continue its participation in the FMCoC.. This funding supports the FMCoC annual Point-in-Time survey count, which assesses the needs of the homeless population. It will also support FMCoC outreach and education efforts to make sure homeless individuals and those at-risk of becoming homeless are aware of the resources available to them.

Reaching out to homeless persons (especially unsheltered persons) and assessing their individual needs

CAPMC works closely with the FMCoC to help address reaching a functional zero with homelessness. Currently, the FMCoC has a by-name registry list that includes all homeless individuals encountered that are willing to complete a Vulnerability-Index Service Prioritization Decision Tool survey. The survey prioritizes the vulnerability of the individual on the basis of chronic homelessness, medical history, mental health issues, substance use history, veteran status, and various other factors. The target is to be able to coordinate housing the most vulnerable and the most chronic homeless in housing program vacancies. The FMCoC currently operates the Multi-agency Access Program Point (MAPP), located in Fresno that is a one-stop service and referral for all homeless. The FMCoC is working to establishing a MAPP in Madera County to enhance the utilization of the coordinated entry and by-name registry list.

Addressing the emergency shelter and transitional housing needs of homeless persons

The FMCoC applies for and receives almost \$6 million annually in HUD homeless funds. Providing CDBG funding for CAPMC participation in the FMCoC will ensure that Madera remains eligible for HUD funds to address homelessness.

Additionally, the Madera Rescue Mission is a subrecipient of Permanent Local Housing Allocation (PLHA) funds. The Mission provides emergency and rapid rehousing services. During the 2022/23 program year, the City of Madera awarded the mission monies for the facility

improvements and ongoing operation costs. The mission has not exhausted these funds and will continue these improvements during this PY.

Helping homeless persons (especially chronically homeless individuals and families, families with children, veterans and their families, and unaccompanied youth) make the transition to permanent housing and independent living, including shortening the period of time that individuals and families experience homelessness, facilitating access for homeless individuals and families to affordable housing units, and preventing individuals and families who were recently homeless from becoming homeless again

Homelessness is a challenging obstacle to address. Through partnership with CAPMC, the City will collaborate efforts towards reducing the homeless population and recidivism back into a homeless state. The City is encouraged by CAPMC's program focus on transitional housing.

As previously mentioned, the Madera Rescue Mission also assists homeless persons in transitioning to permanent housing. During the 2023/24 the Mission announced the availability of six Tiny Homes. These homes serve as a source of transitional/rapid rehousing. Case management is provided to the persons living in these homes.

Helping low-income individuals and families avoid becoming homeless, especially extremely low-income individuals and families and those who are: being discharged from publicly funded institutions and systems of care (such as health care facilities, mental health facilities, foster care and other youth facilities, and corrections programs and institutions); or, receiving assistance from public or private agencies that address housing, health, social services, employment, education, or youth needs.

The funding for the FMCoC will support efforts to bring community awareness to the homeless populations and provide outreach and education on the resources available for residents at-risk of becoming homeless. The Homeless Awareness Day Event in the City of Madera is a good example of this outreach and education.

Discussion

The City recognizes the need for strong and ongoing partnerships to continue the efforts in reducing and preventing homelessness. As one of the highest needs in the community, it is imperative to collaborate with local stakeholders, share assets, and strategize as a community to work toward this goal.

AP-75 Barriers to affordable housing – 91.220(j)

Introduction:

Market and governmental factors pose constraints to the provision of adequate and affordable housing. These factors tend to disproportionately affect lower-income households due to their limited resources for absorbing the costs. Local jurisdictions have little influence over the market factors, such as the cost of labor and construction materials, cost of land, and the availability of financing, or statewide and national policies, such as prevailing wage requirements and environmental protection. As discussed in the Market Analysis, other local factors that could impede affordable housing development include:

- Land Use Controls
- Residential Development Standards
- Off-site Improvement Requirements
- Permit and approval process

Actions it planned to remove or ameliorate the negative effects of public policies that serve as barriers to affordable housing such as land use controls, tax policies affecting land, zoning ordinances, building codes, fees and charges, growth limitations, and policies affecting the return on residential investment

The City is undertaking several actions to reduce potential barriers and constraints to affordable housing, as well as promote housing for special needs populations. In its 2024 – 2023 Housing Element, the City describes planned efforts to mitigate housing barriers. These include the following:

- In February 2025, the City updated its Accessory Dwelling Unit (ADU) Ordinance to encourage ADU production.
- To address the time constraint in the planning review and processing timeline, the City has developed an expedited permit processing for qualifying affordable housing projects.
- Finally, to streamline the development review and impact fee process, the City has compiled all development standards in an easily accessible online location.

Discussion:

The City is aware of the barriers to affordable housing and the impact it has on the community. Correcting these issues would work toward reducing the barriers to accessing affordable housing. The impact of the above-mentioned changes will be continuously monitored and

assessed.

AP-85 Other Actions – 91.220(k)

Introduction:

The City of Madera uses a range of strategies to address the housing, homeless, and community development goals identified in the Consolidated Plan. This section discusses actions planned to foster and maintain affordable housing, to reduce lead-based paint hazards, to reduce the number of poverty-level families in Madera, and to coordinate activities in these areas with other entities.

Actions planned to address obstacles to meeting underserved needs

The primary obstacle to meeting underserved needs is the limited amount of Federal, State, and local resources available to meet the many needs in the community. The City of Madera will continue to pursue State and Federal resources as available to meet underserved needs and support efforts of nonprofits serving the community.

Actions planned to foster and maintain affordable housing

The City will continue to foster and maintain affordable housing through the following programs:

- The Downpayment Assistance Program for First Time Homebuyers
- Counseling for first time homebuyers
- The Owner-Occupied Residential Rehabilitation Program
- HOME investment partnership program

Actions planned to reduce lead-based paint hazards

Lead-based paint hazards are identified and abated prior to construction or close of escrow when the City assists a housing unit built before 1978. Also, the City will continue to provide deferred, zero-interest loans through the Owner-Occupied Residential Rehabilitation Program (OOR) to abate lead-based paint hazards.

Actions planned to reduce the number of poverty-level families

The City's anti-poverty strategy is based on addressing and preventing homelessness and providing a range of employment opportunities and supportive services aimed at enabling those in poverty to move into the workforce. For the 2025/26 PY, four activities are proposed

for funding to address this need. These activities are:

- The Community Action Partnership of Madera County and Fresno- Housing Stabilization Project
- OLIVE Safe House Project
- Madera County Workforce- In-home Child Care Pilot Program Project
- Madera Coalition for Community Justice- Madera Microenterprise Education Project

Actions planned to develop institutional structure

Actions planned to enhance coordination between public and private housing and social service agencies

The City of Madera also relies on the non-profit service sector to provide emergency shelter and transitional housing. The City of Madera will continue to support eligible organizations and their activities with local, state and federal funding as it's made available and upon their governing entity's approval.

Discussion:

The City's anti-poverty plan is focused on promoting the work force and increasing access to direct services. In this manner, persons in the community will benefit from job training and/or employment. Direct services will support the employment. Together, these strategies can assist in reducing poverty in the community.

Program Specific Requirements

AP-90 Program Specific Requirements – 91.220(I)(1,2,4)

Introduction:

The City of Madera strives to allocate CDBG funding to low-moderate income residents. The City has allocated all anticipated revenues in the PY 2025/26 Annual Action Plan.

Community Development Block Grant Program (CDBG) Reference 24 CFR 91.220(I)(1)

Projects planned with all CDBG funds expected to be available during the year are identified in the Projects Table. The following identifies program income that is available for use that is included in projects to be carried out.

1. The total amount of program income that will have been received before the start of the next program year and that has not yet been reprogrammed
2. The amount of proceeds from section 108 loan guarantees that will be used during the year to address the priority needs and specific objectives identified in the grantee's strategic plan
3. The amount of surplus funds from urban renewal settlements
4. The amount of any grant funds returned to the line of credit for which the planned use has not been included in a prior statement or plan.
5. The amount of income from float-funded activities

Total Program Income: \$248,220.02

Other CDBG Requirements

1. The amount of urgent need activities. 100%
2. The estimated percentage of CDBG funds that will be used for activities that benefit persons of low and moderate income:

HOME Investment Partnership Program (HOME) Reference 24 CFR 91.220(I)(2)

1. A description of other forms of investment being used beyond those identified in Section 92.205 is as follows:

The City of Madera will not use HOME funds for anything other than the eligible activities identified in section 92.205.

2. A description of the guidelines that will be used for resale or recapture of HOME funds

when used for homebuyer activities as required in 92.254, is as follows:

The City just became a HOME participating jurisdiction and is still in the process of developing HOME investment partnership program guidelines. However, they will closely relate to the City's current CalHOME guidelines.

- 3. A description of the guidelines for resale or recapture that ensures the affordability of units acquired with HOME funds? See 24 CFR 92.254(a)(4) are as follows:**

As previously mentioned, HOME guidelines are still in the process of being developed since the City just became a participating jurisdiction.

- 4. Plans for using HOME funds to refinance existing debt secured by multifamily housing that is rehabilitated with HOME funds along with a description of the refinancing guidelines required that will be used under 24 CFR 92.206(b), are as follows:**

As the City updates its existing Calhome guidelines, the refinancing of debt will be included to comply with 24 CFR. 92.206.

- 5. If applicable to a planned HOME TBRA activity, a description of the preference for persons with special needs or disabilities. (See 24 CFR 92.209(c)(2)(i) and CFR 91.220(l)(2)(vii)).**

The City is not planning to implement a TBRA project.

- 6. If applicable to a planned HOME TBRA activity, a description of how the preference for a specific category of individuals with disabilities (e.g. persons with HIV/AIDS or chronic mental illness) will narrow the gap in benefits and the preference is needed to narrow the gap in benefits and services received by such persons. (See 24 CFR 92.209(c)(2)(ii) and 91.220(l)(2)(vii)).**

As mentioned, the City is not planning a HOME TBRA program.

- 7. If applicable, a description of any preference or limitation for rental housing projects. (See 24 CFR 92.253(d)(3) and CFR 91.220(l)(2)(vii)).**

Note: Preferences cannot be administered in a manner that limits the opportunities of persons

The City is not implementing any preference or limitation for rental housing projects.

Discussion:

The City will use all CDBG and HOME funds to assist low, moderate-income individuals. CDBG and HOME policies and procedures are continuously reviewed for compliance. Special requirements for both programs are reviewed by staff for understanding and implementation.

RESOLUTION NO. 25-__

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MADERA,
CALIFORNIA APPROVING THE HOME INVESTMENT
PARTNERSHIPS PROGRAM (HOME) PROGRAM YEAR 2025/26
ALLOCATION IN THE AMOUNT OF \$353,556.54 IN THE PROGRAM
YEAR 2025/26 ANNUAL ACTION PLAN**

WHEREAS, the U.S. Department of Housing and Urban Development (HUD) requires recipients of Community Development Block Grant (CDBG) funding to submit a five-year Consolidated Plan; and

WHEREAS, the City has completed the development process for the Program Year 2025/26 Annual Action Plan; and

WHEREAS, the City is an entitlement jurisdiction for the HOME program and funding is dependent upon the submission of an Annual Action Plan:

WHEREAS: the City's HOME entitlement allocation for the Program Year 2025/26 is \$353,556.54; and

WHEREAS: the Annual Action Plan is due to HUD by August 16, 2025.

NOW THEREFORE, the City Council of the City of Madera hereby finds, orders and resolves as follows:

1. The foregoing recitals are true and correct and are incorporated herein by reference.
2. The City Council approves allocation of the Program Year 2025/26 U.S. Department of Housing and Urban Development City of Madera HOME allocation in the amount \$353,556.54 in the Program Year 2025/26 Annual Action Plan, which is attached as Exhibit A to this resolution and incorporated by reference.
3. This resolution is effective immediately upon adoption.

RESOLUTION NO. _____

**A RESOLUTION OF THE CITY COUNCIL, OF THE CITY OF MADERA,
CALIFORNIA, APPROVING THE ALLOCATION OF \$10,000 OF COMMUNITY
DEVELOPMENT BLOCK GRANT (CDBG) FUNDS TO THE CITY OF MADERA
PARKS DEPARTMENT'S JIM TAUBERT PARK PROJECT**

WHEREAS, the City has unobligated CDBG funds from grant award balances for the Program Year 2024/25 in the amount of \$10,000; and

WHEREAS, the City is proposing the allocation of an additional \$10,000 to the City's Jim Taubert Park Project and;

WHEREAS, the City's Jim Taubert Park project is included for consideration in the City's Program Year 2025/26 CDBG and HOME Investment Partnerships Program (HOME) Annual Action Plan.

NOW, THEREFORE, the City Council of the City of Madera finds, determines, resolves and orders as follows:

1. The foregoing recitals are true and correct and are incorporated herein by reference.
2. The City Manager is hereby authorized to take such action to implement the terms of the Resolution.
3. This resolution is effective immediately upon adoption.

RESOLUTION NO. _____

**A RESOLUTION OF THE CITY COUNCIL, OF THE CITY OF MADERA,
CALIFORNIA, APPROVING THE REALLOCATION OF \$248,220.02 OF
REVOLVING LOAN FUNDS TO THE CITY OF MADERA PARKS
DEPARTMENT'S 2025/26 JIM TAUBERT PARK PROJECT**

WHEREAS, the City has a Revolving Loan Fund program administered by the Madera County Economic Commission; and

WHEREAS, the last approved loan was issued in January 2021; and

WHEREAS, the current Revolving Loan unexpended balance is \$248,220.02; and

WHEREAS, the City is proposing the allocation of the Revolving Loan unexpended balance for the City Parks Jim Taubert Park Project in the amount of \$248,220.02 in the Program Year 2025/26 CDBG and HOME Investments and Partnership Program (HOME) Annual Action Plan.

NOW, THEREFORE, the City Council of the City of Madera finds, determines, resolves and orders as follows:

1. The foregoing recitals are true and correct and are incorporated herein by reference.
2. The City Manager is hereby authorized to take such action to implement the terms of the Resolution.
3. This resolution is effective immediately upon adoption.



**City of Madera 2025/26 Proposed Allocations
Community Development Block Grant Programs and Projects**

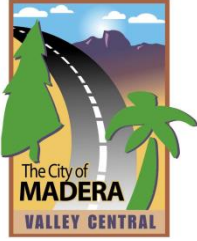


Activity Type	Estimated Maximum Allocation	Proposal	Amount Requested	Block Grant Commission 03/06/25	City Council 08/13/2025	Max. Remaining Funds
Administration	\$ 197,958	City of Madera 25/26 CDBG Admin	\$ 217,689.00	\$ 177,899.00		
		CAPMC 25/26 FMCoC	\$ 20,000.00	\$ 20,000.00		
		Total Administration:	\$ 237,689.00	\$ 197,899.00	\$ -	\$59.20

Activity Type	Estimated Maximum Allocation	Proposal	Amount Requested	Block Grant Commission 03/10/25	City Council Tentative	Max. Remaining Funds
Public Services	\$ 148,469	Madera Coalition for Community Justice - Madera Microenterprise Education	\$ 38,440.00	\$ 10,000.00		
		Pequenos Empresarios	\$ 86,557.00	\$ -		
		Project Run Madera - Project Run Madera	\$ 27,269.00	\$ 10,000.00		
		O.L.I.V.E Charitable Organization - The Bennet House	\$ 15,000.00	\$ 15,000.00		
		Community Action Partnership - Housing Stabilization	\$ 55,330.00	\$ 50,000.00		
		Madera County Workforce - In-Home Child Care	\$ 86,549.00	\$ 23,424.00		
		City Parks Dept. - Madera Seniors Nutrition & Recreational Program	\$ 65,000.00	\$ 40,000.00		
		Total Public Services:	\$ 374,145.00	\$ 148,424.00	\$ -	\$ 44.65

Activity Type	Estimated Maximum Allocation	Proposal	Amount Requested	Block Grant Commission 03/10/25	City Council Tentative	Max. Remaining Funds
Capital/Public Improvements	\$ 901,584	City Public Works - Sidewalk and ADA Corner Ramp (2025)	\$ 225,520.00	\$ 230,047.00		
		City Parks Dept. - Centennial Park Pool Complex Deck & Facility Improvements	\$ 413,125.00	\$ 413,125.00		
		Jim Taubert Park	\$ 258,220.02	\$258,220.02		
		Total Capital Projects/Public Improvements:	\$ 896,865.02	\$ 901,392.02	\$ -	\$ 192.15

Total Projected Funding	\$981,730
Total Funding	\$ 1,015,011.02



REPORT TO CITY COUNCIL

Approved by:

Wendy Silva
Wendy Silva, Director of Human Resources

Arnoldo Rodriguez
Arnoldo Rodriguez, City Manager

Council Meeting of: August 13, 2025

Agenda Number: B-1

SUBJECT:

Memorandum of Understanding (MOU) with the Madera Affiliated City Employees' Association (MACEA) representing the General Bargaining Unit (GBU)

RECOMMENDATION:

It is recommended the City Council adopt a resolution approving the MOU between the City of Madera and MACEA effective August 13, 2025, through June 30, 2027

SUMMARY:

The existing MOU with MACEA for the GBU expired June 30, 2025. Representatives of the City and MACEA met and conferred in good faith through the collective bargaining process and have reached agreement on the terms of a new MOU. In summary, the proposed agreement includes the following key terms.

- *Duration:* 2-year term
- *Salary:* 3% Cost-of-living adjustment (COLA) upon adoption and 2% COLA July 2026
- *Health Benefits:* City contribution will be equal to the Core+Dental+Vision premiums for the duration of the agreement
- *Longevity:* 3-tier longevity program based on years of full-time City service
- *Paid Holidays:* adds Juneteenth as a recognized City holiday
- *Education and Certificate Pays:* increases incentive pay amount to 5% for incentives that were previously paid at 3% and provides additional eligibility for professional training and certification programs
- *Exam/Certification Fees:* recognizes existing practice of City paying for professional exam and certification fees

- *Boot Allowance*: increased boot allowance for certain classifications
- *Workday/Work Week*: confirms existing practice of standard office hours for administrative personnel; provides that field crew schedules are determined by the Department Director; provides the City can modify scheduled start/stop times by up to 2 hours without mutual consent upon specified notice; includes Code Enforcement in classifications listed for variable shifts
- *Storm Duty*: provides a new provision for Storm Duty assignments of 12-hour shifts for field maintenance crews during weather events
- *Overtime*: modifications to which hours worked during a week qualify for time and one-half pay; reduction in instances in which double-time pay is applicable; increases standby pay; increases weekend differential pay; sets call-back minimum for all employees to 2 hours
- *Retention Bonus*: \$1,500 lump sum for each employee in January 2026 and January 2027
- *Holiday Closure*: non-safety services will be closed between Christmas Day and New Years' Day
- *State Disability Insurance (SDI)*: clarifies integration of SDI benefits with City-paid leave benefits

DISCUSSION:

The City was represented in labor relations by Mr. Che Johnson of Liebert Cassidy Whitmore. City representatives have met with MACEA representatives to discuss the terms of a successor MOU. At this time, the parties have reached agreement on the terms to be contained in the new MOU. The proposed MOU is provided as an attachment in full, and includes the following changes from the previous MOU in summary.

Core Economic Package

- *Term*: 2 years, effective upon adoption by the City Council August 13, 2025, through June 30, 2027.
- *Salary*:
 1. Employees will receive a three percent (3%) COLA effective the pay period beginning August 9, 2025, with paycheck date August 29, 2025.
 2. Employees will receive a two percent (2%) COLA effective the pay period beginning June 13, 2026, with paycheck date July 3, 2026.
- *Health Insurance*: For the term of the agreement, the City's contribution cap will be set as follows:
 - For Anthem Core and Anthem Buy-up plans, the City contribution will be equal to the Anthem Core + Dental + Vision premiums at each enrollment level.

- For Kaiser Core and Kaiser Buy-up plans, the City contribution will be equal to the Kaiser Core + Dental + Vision premiums at each enrollment level.
- There is no change to the waiver amount; it will remain \$450 per month.
- *Longevity Pay:* In recognition of continuous full-time City service, employees will be eligible for Longevity Pay effective the pay period that begins August 9, 2025. Continuous full-time City service will include time credited when an employee meets the criteria for Reinstatement under the City's Personnel Rules and Regulations. Longevity Pay will be as follows:

Table 1: Longevity Pay Program	
<i>Years of Service</i>	<i>Pay Incentive</i>
10	2.5%
15	5.0%
20	7.5%

Lump Sum Payment

- *Retention Bonus:* All employees will be eligible for a \$1,500 lump sum retention bonus to be paid in January 2026 and January 2027.

Ancillary Items

In addition to the Core Economic Package and lump sum payment, the City and MACEA have agreed to the following ancillary items specific to the pay and benefits received by employees whose positions are part of the GBU.

- *Juneteenth Holiday:* Juneteenth will be a recognized City holiday with business offices closed.
- *Education and Certificate Pay:* The incentive pay for a Bachelor's Degree and certain certificates applicable to Wastewater and Fleet classifications were increased from 3% to 5%. In addition, the following certifications were added to those eligible for incentive pay:

Table 2: Certificate Pay Program – Newly Eligible	
<i>Job Classification</i>	<i>Certificate/Degree</i>
WWTP Operator III and WWTP Lead Operator	Wastewater Treatment Plant Operator Grade 5
Public Works Maintenance Worker I/II/Lead and Public Works Equipment Operator assigned to the Sewer Division	CWEA Collection System Maintenance Grade 2
Water System Worker I/II/III/Lead and Water System Maintenance Technician	Water Distribution Operator Grade 3
Combination Building Inspector and Plans Examiner	Certified Access Specialist (CASp)
Assistant Planner	American Institute of Certified Planners (AICP)

Table 2: Certificate Pay Program – Newly Eligible, continued	
<i>Job Classification</i>	<i>Certificate/Degree</i>
Parks Worker III and Parks Lead Worker	Irrigation Association Certified Irrigation Technician
Public Works Maintenance Worker I/II/Lead, Maintenance Technician, and Public Works Equipment Operator assigned to the Streets & Storm Drainage Division	Maintenance Superintendents Association Public Works Specialist

Employees of this unit may receive incentive pay for up to two incentives.

- *Safety Boot Allowance:* Boot allowance for certain classifications was increased from \$250 to \$500 per year based on increased wear and tear caused by job duties.
- *Workday/Work Week:* Revised MOU language recognizes that standard office hours for administrative staff are Monday through Friday, 8:00am to 5:00pm. The new MOU provides that field crew schedules will be determined by the Department Director. Additionally, the new MOU increases the work schedule variation from 1-hour to 2-hours for adjustments without mutual consent, provided the City gives the employee 2 weeks' notice. Finally, the classifications of Code Enforcement Officer I/II/III were added to the list of positions whose schedules may be variable depending upon need.
- *Storm Duty:* A provision has been added to allow the scheduling of field maintenance crews during weather events for special storm duty. This new language will allow the City to call for 12-hour shifts based on weather forecast with 10-days' notice. The City may cancel storm duty with 48 hours' notice. These 12-hour shifts will be paid based on 8 hours at straight time and 4 hours at time and one-half.
- *Overtime:* Employees will be eligible for time and one-half pay for all hours worked outside of their normal work schedule. Double time pay will only apply when an employee works more than 12 consecutive hours in a workday. Previous call-back minimums varied by job classification; under the new MOU all positions will be eligible for the same call-back minimum of 2 hours.
- *Saturday and Sunday Differential:* Saturday and Sunday differential were previously paid at \$5/shift and \$10/shift respectively. These differentials will both be \$20/shift under the new MOU.
- *Standby Pay:* Employees on standby pay receive a flat dollar amount for on-call status for 7-day standby shifts. Standby employees must respond at all hours within 20 minutes of call-out. Standby pay is increasing to \$400/week for non-holiday weeks, \$425/week for weeks with one holiday, and \$450/week for weeks with two holidays.
- *Uniforms:* recognizes existing City practice of providing uniforms to Code Enforcement division. Removes uniform allowance for Animal Control Officer, with City to provide required uniforms.

- *Holiday Closure:* Non-safety functions will close between Christmas Day and New Years' Day for 2025 and 2026 similar to the closure offered under the prior agreement. However, under the new agreement, employees required to work during the closure due to safety functions will be scheduled off the following week as opposed to banking the time for future use.

Clarification Items

- *Bereavement Leave:* Language has been updated to comply with current California law regarding the duration of bereavement leave (up to 5 days). Language has also been added to comply with requirements for reproductive loss leave.
- *Family Sick Leave:* Language has been added to comply with California law regarding the ability to use Family Sick Leave for a Designated Person who may not be a blood or legal relation.
- *Sick Leave:* Prior language that was only applicable to employees hired before 1983 was removed as no current employee meets this criteria.
- *Association Business:* MACEA stewards will document release time hours incurred during their scheduled shift working on matters such as grievances, discipline, negotiations, or meetings with management in the City's timekeeping system. Release time is not provided for the purpose of unit organization or solicitation of membership.
- *Health Benefit Contribution – Involuntary Separation:* When an employee is terminated for cause or convenience by the City, health benefit contributions will be continued for the current benefit month regardless of paid status.
- *Exam/Certification Fees:* recognizes existing City practice of paying for job-related exam fees and certification fees.
- *Drivers License Fees:* recognizes existing City practice of reimbursing for the cost difference to renew a Class A driver's license.
- *Meal Periods & Rest Breaks:* Prior MOUs have spread language across various sections regarding rest breaks and meal periods. These provisions have been consolidated into a single Article for ease-of-use.
- *Notary Public Service:* The long-standing section on Notary Public Service prohibited use of the Notary designation for anything other than City business. Language has been added to clarify that the service can be used for documents needed by City employees and the Notary's friends and family if the service is provided free of charge and is in compliance with requirements for Notaries as set forth by the Secretary of State.
- *State Disability Insurance/Paid Family Leave:* Language has been simplified and clarified on integration of this employee-paid benefit with City accrual banks.
- *Former Maintenance Bargaining Unit:* references to benefits applicable to the former Maintenance Bargaining Unit have been removed; these provisions are no longer applicable.

FINANCIAL IMPACT:

The costs associated with the proposed MOU are summarized in Table 3 below. These estimates are based on current workforce and numbers may fluctuate slightly based on the current workforce each pay cycle or when lump sum payments are paid. For Year 1 expenses, monies for the package items noted as funded by the Operating Budget have been included in the adopted Fiscal Year 2025/26 budget. Year 2 expenses will be included when the Fiscal Year 2026/27 budget is prepared. For lump sum payments, a designation will be made in the City's undesignated General Fund balance and all lump sum payments, regardless of the employee's typical payroll expensing department, will be paid by General Fund. Table 4 represents the current breakdown of compensation paid to GBU employees by Fund and applies to items noted in Table 2 as being incorporated in the Operating Budget.

Table 3: Estimated Costs for Proposed MOU (rounded to nearest dollar)		
<i>Compensation Element</i>	<i>Estimated Cost</i>	<i>Source of Funds</i>
Year 1: Fiscal Year 2025/26		
Core Economic Package	\$467,109	Operating Budget
Lump Sum Payments	\$213,712	Undesignated General Fund Balance
Ancillary Items	\$108,631	Operating Budget
Total Year 1	\$789,452	
Year 2: Fiscal Year 2026/27		
Core Economic Package		
Recurring from Year 1	\$467,109	Operating Budget
Additional Year 2	\$206,668	Operating Budget
Lump Sum Payments	\$213,712	Undesignated General Fund Balance
Ancillary Items	\$108,631	Operating Budget
Total Year 2	\$996,120	
Cumulative Contract Cost	\$1,785,572	

Table 4. Payroll Cost Distribution by Fund for GBU Positions	
<i>Fund</i>	<i>Percent Allocation</i>
Airport	0.9%
Computer Maintenance	2.1%
Drainage	3.4%
Equipment Maintenance	2.8%
Facilities Maintenance	7.4%
Fixed Route Transit	1.0%
General	44.4%
Para Transit	1.0%
PD Grants	0.5%
Sewer	16.9%
Solid Waste	4.5%
Water	15.3%

ALTERNATIVES:

Council may direct staff to return to the bargaining table and continue to negotiate the terms of a successor MOU. If the Council does not take action on the resolution at this time, existing agreement terms will continue until a successor MOU is agreed upon.

ATTACHMENTS:

1. Resolution
 - a. Exhibit A: Memorandum of Understanding between the City and MACEA

RESOLUTION NO. _____

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MADERA APPROVING A
MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF MADERA AND
THE MADERA AFFILIATED CITY EMPLOYEES' ASSOCIATION REPRESENTING THE
GENERAL BARGAINING UNIT EFFECTIVE JULY 13, 2025, THROUGH JUNE 30,
2027**

WHEREAS, the City of Madera (City) and Madera Affiliated City Employees' Association (MACEA) previously entered into a Memorandum of Understanding (MOU) for the General Bargaining Unit (GBU) that ended June 30, 2025; and

WHEREAS, the City and representatives of MACEA have met and conferred in good faith regarding terms and conditions of a successor MOU; and

WHEREAS, the parties have reached agreement on a successor MOU regarding wages, hours, and terms and conditions of employment for positions that are part of the GBU and represented by MACEA.

NOW, THEREFORE, THE COUNCIL OF THE CITY OF MADERA hereby resolves, finds, and orders as follows:

1. The above recitals are true and correct.
2. The Memorandum of Understanding between the City of Madera and the Madera Affiliated City Employees' Association, a copy of which is attached hereto as Exhibit A and incorporated herein, is approved.
3. The City Manager is authorized to execute the Memorandum of Understanding on behalf of the City.
4. The Director of Financial Services is directed to designate and classify reserves from the undesignated General Fund balance into the designated classification for the \$1,500 Retention Bonus payments as called for in the Memorandum of Understanding.
5. This resolution is effective immediately upon adoption.

* * * * *

Exhibit A: Memorandum of Understanding between the City and MACEA

GENERAL BARGAINING UNIT

MEMORANDUM OF UNDERSTANDING

BETWEEN

THE MADERA AFFILIATED CITY EMPLOYEES' ASSOCIATION

AND

THE CITY OF MADERA

Effective August 13, 2025, to June 30, 2027

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Article 1 – Introduction

The duly authorized representatives of the City of Madera, hereinafter referred to as the “City”, and the Madera Affiliated City Employees’ Association, hereinafter referred to as the “Association”, having met and conferred in good faith, do hereby jointly prepare and execute this Memorandum of Understanding (MOU).

It is the purpose of this MOU to affirm, promote and provide for harmonious relations, cooperation and understanding between the City and the employees covered by the agreement. It is also intended to provide an equitable means of resolving any misunderstanding or differences, which may arise regarding wages, hours and other terms and conditions of employment.

Article 2 – Full Understanding

This MOU sets forth the full and entire understanding of the parties regarding the matters set forth herein, and any other existing understanding or agreement by the parties whether formal or informal, regarding any such matters are hereby terminated.

This MOU shall govern in case of conflict with provisions of existing City and Department rules, regulations, and ordinances pertaining to wages, hours, and other terms and conditions of employment. Otherwise, existing City and Department rules, regulations and ordinances shall be effective and the City Council retains its power to legislate or take other appropriate actions not in conflict with the MOU.

Except for emergencies, the Association if affected shall be given reasonable advance written notice, not less than two weeks, of the proposed modification or adoption of any rule, regulation, or ordinance directly related to matters within the scope of representation and shall be given the opportunity to meet and confer with the City prior to adoption.

Article 3 – Recognition

Pursuant to Section 3500-3510 of the Government Code of the State of California, the Association is hereby recognized as the Certified Employee Organization having exclusive representation for all employees whose classifications are in the representation units designated as General. The classes and negotiated salaries in this unit are listed in the Exhibit A, attached hereto.

The Association and the City recognize and acknowledge their mutual obligation and responsibility to effectuate the purpose set forth in, and to adhere to the conditions and clauses set forth in this MOU.

No lock-out of employees shall be instituted by the City during the term of this Agreement. No strike of City employees shall be caused or encouraged by the Association during the term of this Agreement.

Article 4 – Non-Discrimination

No employee covered by the Agreement shall be discriminated against by the City, or by the Association by reason of race, color, religion, sex, age, national origin, disability, political affiliation or sexual orientation. The City will not interfere or discriminate in any way against any employee by reason of membership in the Association.

Article 5 – Management Rights

The City recognizes its obligations to meet and confer in good faith in accordance with the Meyers Milius Brown Act. However, it is understood and agreed that the City retains all its powers and authority to manage municipal services and the workforce performing those services. It is agreed that during the term hereof the City shall not be required to meet and confer on matters which are solely a function of management, including but not strictly limited to:

- Determine and modify the organization of City government and its constituent work unit.
- Determine the nature, standards, levels and mode of delivery of services to be offered to the public.
- Determine the budget, organization, merits, necessity, methods, means, numbers, classification and kinds of personnel by which services are to be provided.
- Determine what types of goods or services shall be made or provided by the City.
- Supervise and direct the work of employees.
- Discharge, suspend, demote, reduce in pay, reprimand, withhold salary increase and benefits, or otherwise discipline employees, subject to just cause and the requirements of applicable law.
- Relieve employees from duty because of lack of work or lack of funds or other legitimate reasons.
- Implement rules, regulations, and directives consistent with law and the specific provisions of this MOU.
- Take all necessary actions to protect the public and carry out its mission in emergencies.

- All City rights formerly or presently claimed or vested in the City on the effective date of this MOU, even though not specifically set forth above, are retained by the City unless clearly and explicitly modified or restricted in this MOU.

Article 6 – Association Security

The Association recognizes its obligation to cooperate with the City to assure maximum service of the highest quality and efficiency to the citizens of the City of Madera, consistent with its responsibilities to the employees it represents and as the Certified Employee Organization.

The Association recognizes its responsibility as the designated representative and agrees to represent all employees in the Unit without discrimination of any type, interference, restraint or coercion, subject to the right of such employees to represent themselves individually in their employment relations with the City.

The City will provide the Association with two weeks advance notice, or as soon as possible, of any new employee's orientation and will give an Association representative 20 minutes as part of that orientation. The Association's part of the orientation will take place during the first two weeks of the new employee's employment in an appropriate break room. The Association will make arrangements directly with the new employee regarding this orientation. The Association will be given a new employee's name, work unit, job classification, home address, personal cell phone, rate of pay and start date prior to the employee's start date to the extent the information is available.

The Association agrees to follow City Resolution No. 4775, Article 111, Section 3.1, which requires the Association to submit any changes of information regarding the Association filed with the City by the exclusive representative, to be submitted to the Employee Relations Officer within fourteen (14) days of such change.

The Association recognizes the City Manager for the City of Madera, or such other person as may be designated, as the designated representative of the City pursuant to Resolution No. 4775 established by the City, and agrees to meet and confer in good faith promptly upon request by the City and continue for a reasonable period of time in order to exchange freely information, opinions and proposals.

"Scope of Representation" shall include all matters relating to employment conditions and employer-employee relations including, but not limited to, wages, hours, and other terms and conditions of employment except, however, that the scope of representation shall not include consideration of merits, necessity or organization of any service or activity provided by law or executive order.

The Association is the exclusive representative of all employees holding a permanent position within these classes described in this Memorandum of Understanding. However, it is understood that individuals may select to represent themselves.

Article 7 – Association Rights

The Association may designate different official representatives for the purpose of meeting and conferring regarding departmental issues and at the City level. The Association may also designate alternates to such official representatives for the purpose of specific meetings by advance notice to the City Manager or designee.

The City shall provide release time for up to six (6) General Bargaining Unit (GBU) Stewards upon request for the following purposes:

- Investigation of grievances and potential grievances;
- Attendance at meetings of disciplinary nature when presence is requested by an employee;
- Attendance at meetings with management;
- Meet and confer sessions;
- Attendance at open meetings of Boards and Commissions that effect wages, hours and working conditions of employees in the unit.

The GBU Stewards as a group shall be allowed not more than a total of 40 hours of paid leave per fiscal year for the conduct of Association business relating specifically to the City of Madera, exclusive of the Meet and Confer process. Said release time must be approved by the employee's supervisor or department head, and such leave shall not be unreasonably denied. Leave taken under this section shall be reported to the Human Resources Department for purpose of accounting for the hours taken. For accounting purposes, clerical functions shall be included in the 40 hours. Such time is not for the purpose of Association organizing or solicitation of members. GBU Stewards shall report this leave in Executime.

It is agreed that efforts shall be made to minimize such release time in scheduling meetings.

The processing of a grievance shall be considered official business and the employee, along with his/her representative, shall have reasonable time and meeting facilities allocated to them.

The City shall provide bulletin board space for the Association for the purpose of communication between the Association and its membership. The Association shall also have access to City mailboxes for the purpose of distributing mail to the Association members.

The City shall furnish suitable bulletin boards for use by the City for posting announcements. Announcements for all personnel examinations, Council and Civil Service Agendas, and other matters relating to the Association/GBU and the City's concerns shall be posted on these boards. At a minimum one such board shall be in City Hall, and one in the common area at the Public Works/Parks & Community Services building.

Maintenance of Membership

Any employee in this unit who has authorized Association dues deductions on the effective date of this MOU or at any time subsequent to the effective date of this MOU shall continue to have such dues deductions made by the City during the term of this MOU, provided however that any employee in the unit may terminate such Association dues during the period of December 1 through December 15th of each year of the MOU by notifying the Association in writing of his/her termination of Association dues deduction. Such notification shall be delivered in person or by U.S. mail and should be in the form of a letter containing the following information: employee name, employee number, job classification, department name and name of the Association from which dues deductions are to be cancelled. The letter shall be sent to Madera City Hall located at 205 W. 4th Street, ATTN: Madera Affiliated City Employees' Association. The Association will provide the City's Payroll Department with the appropriate documentation to process these dues cancellations within ten (10) business days after the close of the withdrawal period. The effective date for dues cancellation will be the first full pay period after January 1st of each year.

Authorization by individual members to begin or requests to terminate dues deductions will be maintained by the Association. The start or stop of membership dues deductions for individual members will be communicated by the Association to the City's Payroll Department in writing by an authorized representative of the Association. Requests to begin dues deductions will be effective the next whole pay period following receipt by the Payroll Department of the written request to begin such deductions from the Association. The City will not be held liable for Association dues deductions made or terminated based on notice from an authorized Association representative.

The City, will, on the first 2 paydays of each month, deduct the applicable Association dues for all employees and such dues and fees shall be remitted to the Association regularly with an itemized statement within 15 business days of the withholding.

The Association shall keep the City currently informed as to the amount of dues to be deducted and such notification shall be certified to the City initially in writing over the signature of authorized Officers or Representatives of the Union.

Changes in the membership dues shall be certified to the City at least one (1) month in advance of the effective date of such changes. The City shall have no responsibility for the collection of fees, assessments, or other deductions unless such deductions are certified to the City as prescribed at least thirty (30) days in advance of the payday upon which such deduction is to be made.

The Association shall indemnify, defend and hold harmless against all claims, demands, expenses, judgments, or other liabilities on account of dues or fees collected by the City and paid over to the Association.

The Association agrees to refund to the City any amounts paid to it in error upon presentation of proper evidence thereof.

Article 8 – Employee Rights

The rights of employees, except as expressly modified herein are set forth in City ordinance and the Personnel Rules and Regulations. Execution of this MOU by the Association shall not be deemed a waiver of any Association or employee right unless the right is clearly or explicitly modified or restricted herein. In the event the City wishes to modify any adopted rules and regulations previously enjoyed by the Association or employees prior to the execution of this MOU, the City shall meet and confer with the Association prior to such modification.

Employees shall have the right to form, join, and participate in the activities of employee organizations of their own choosing for the purpose of representation of all matters of employer-employee relations regarding wages, hours and conditions of employment.

The parties hereto recognize their membership in the Association is not compulsory, that employees have the right to join or pay the agency fee, and that neither party shall exert any pressure on or discriminate against an employee regarding such matters. Employees shall have the right to represent themselves, individually, in their employment relations with the City.

No employee shall be interfered with, intimidated, restrained, coerced or discriminated against by the City or by an employee or any employee organization because of his exercise of any of these rights.

Representation Rights and Responsibilities - All employees in the General Unit shall be allowed, subject to lawful limitations as may be prescribed in the Association by-laws, full voice, vote and influence on positions and proposals of the Association.

The City shall consider the positions and proposals of the Association as meet and confer positions and proposals of all employees, individually and collectively in the General Unit.

Personnel Files - An official personnel file is maintained for each employee in the Human Resources Department under the direction of the Human Resources Director. All official documents pertinent to an individual's employment relationship with the City such as applications, performance evaluations, commendations, and corrective actions are maintained in the file. Personnel files are considered confidential and access is limited.

Each employee shall have the right to review his/her personnel file or authorize its review by a designated representative during normal working hours in the presence of a designee of the Human Resources Department. Employees shall have the right to have hard copies or electronic scans of the content of their personnel file made.

All documents relating to work performance, employment status and evaluations to be placed in the personnel file must be signed and dated by the submitting authority and the following will occur within five (5) working days:

- a. Employee is given notice;
- b. Employee is given a copy of the document; and
- c. Employee is given an opportunity to review and comment thereon, orally or in writing, within 30 days of notice.

If an employee disagrees with the content of a document placed in his/her personnel file, it shall be the right of the employee to submit a written response to the Human Resources Director to be attached to the document in question and included in the file.

In the event materials containing negative comments or derogatory charges against an employee are proven to be without substance through agreement or the grievance process, the material shall be destroyed or sealed as agreed. Materials previously sealed, as provided in a prior MOU, may be destroyed upon request. (Derogatory charges on performance evaluations do not apply to this process.)

Vacation, compensating time off and overtime selection by department, division, or shift shall be based upon class seniority except in cases where there are several employees, each of different classifications, then divisional seniority shall prevail. Where seniority by class is equal, the determination shall be made based upon department seniority.

Representation of Employees - the City recognizes the right of employees in the General Unit to be represented by the Association in their employer-employee relationship with the City. The City recognizes the right of an employee to request the presence of a Association representative during an investigatory interview, also known as Weingarten Rights.

Rest Periods - employees of the General unit shall be allowed a rest period not to exceed fifteen (15) minutes, once before the lunch break and once after the lunch break, without loss of compensation. Rest periods may be scheduled by the City, consistent with the workload and in accordance with the requirements of the department. The City shall not disrupt the employee's rest period with the exception of extreme circumstances. Such rest periods shall be taken at the work site unless otherwise authorized by the Department Head. Employees working at the Public Works Yard or City Hall and other office locations shall not leave the building area to take work breaks without the approval of the supervisor.

Employees assigned to crews working in the field, are to take breaks at the worksite, or as provided by the supervisor. If necessary, one employee from the work crew may leave the work site to purchase refreshments for himself/herself and other crew members

The City agrees to provide employees with a rest period, not to exceed fifteen (15) minutes, at the end of any scheduled shift, if an employee is scheduled to work two (2) or more hours of overtime, and to provide an additional rest period of the same duration between each two (2) hours of overtime worked.

Article 9 – Grievance Procedures

The purpose of the grievance and discipline appeal procedures are to establish a more harmonious and cooperative relationship between the City and its employees. It is also the policy of the City to assure employees the right to full freedom of association, self-organization and designation of representatives of their own choosing for the purpose of adjustment of their grievances, free from interference, restraint, coercion or reprisal.

A grievance is a complaint or claim by an employee, a group of employees or the Association of a violation of a right as to wages, hours, or other terms or conditions of employment. It may involve such things as work assignments, physical facilities, defective equipment, a claimed violation of established rules, well accepted and well established City-wide or department practices, alleged unfair treatment as relates to the above, and safety or health hazards.

Issues specifically excluded from appeal or having other defined methods of appeal, such as discipline appeal, complaints of discrimination or harassment in violation of State or Federal law, or an unfair labor practice, may not be grieved.

Grievance Procedure

Step 1. Informal. An aggrieved employee shall normally attempt to solve any grievance at the beginning of a problem. For this reason, to have standing, a grievance must be raised as a grievance to the supervisor within ten (10) working days of knowledge or the employee should have reasonably known of the situation giving rise to the grievance. At this step of the grievance process, it is informal, and there is no written grievance. Should the employee request Association representation at this step in the process the Human Resources Director shall be advised prior to any meeting on the grievance. If the employee is not satisfied by the supervisor's verbal response, he/she has five (5) working days from the meeting with the supervisor to request a written response. The supervisor has five (5) working days from when a written response is requested by the employee to prepare the written response.

Step 2. If the employee is not satisfied by the written response, the employee has five (5) working days to file a formal grievance by submitting a written appeal to the department head or designee. Attached is a two-sided copy of the Grievance Form marked Exhibit B for membership use. The written grievance shall be in sufficient detail to enable the department head to know what right(s), as to wages, hours or other terms and conditions of employment have been violated. An employee shall have the right to be accompanied and assisted by a representative of his/her choosing during the formal

steps of the grievance procedure. The department head, shall hear the grievance within ten (10) working days of receipt of the formal grievance, and within five (5) working days of hearing the grievance will provide the employee with a written explanation stating the decision or proposed action to be taken.

Step 3. If the employee is not satisfied with the department head's written decision, he/she may file a written request for review by the City Manager or designee. The employee must submit this written request within five (5) working days of the department head's decision. In scheduling the time and place of such grievance hearing, the City Manager or designee shall consider the possible disruption of the workforce and work flow and shall therefore schedule times and places which minimize disruptions. Such scheduling shall be set in a timely and reasonable manner. The decision of the City Manager or designee, is final and not subject to further appeal.

If the employee fails to respond within the periods provided the grievance is withdrawn, and not a subject for further grievance. If management fails to respond within the prescribed period, the employee has the right to move the grievance to the next step in the process. The City and the employee may mutually agree to extend time periods needed for the grievance to have standing, and/or waive Steps 1 and 2 and proceed directly to Step 3 when an issue is not within the supervisor or department jurisdiction to resolve.

Article 10 – Corrective/Disciplinary Action

Corrective/Disciplinary Action may be taken against any regular employee of the City up to and including termination of employment when employee performance or behavior is determined to be below expectations desired or outside the standards of the work environment. The City will administer a just cause progressive discipline approach up to and including termination of employment. However, the City reserves the right to determine the form of discipline to be imposed based on several factors, including but not limited to, the severity and frequency of the cause of action as well as the employment history of the employee.

Grounds for Corrective Disciplinary Action

Poor performance or any violation of a City rule, regulation, policy, procedure or ordinance may require Corrective/Disciplinary Action. The poor performance or violation may involve a single incident or a series of infractions. In this regard, acts which may be the basis for action up to and including termination of employment include, but are not limited to, the following:

- Fraud in securing employment
- Incompetence
- Inefficiency

- Inexcusable neglect of duty
- Insubordination
- Dishonesty
- Unauthorized absence without leave
- Conviction of a felony or conviction of a misdemeanor involving moral turpitude
- Continued or flagrantly discourteous treatment of the public or another employee
- Improper political activity
- Misuse or theft of City property
- Violation of City rules, regulations, policies, procedures or ordinances
- Other failure of good behavior either during or outside of duty hours which is of such a nature that it causes discredit to the City or an employee's employment or creates a conflict of interest
- Falsifying and/or unauthorized removal or destruction of City records
- Unauthorized possession of firearms or explosives
- Harassment (sexual or otherwise) of another employee or member of the public
- Gambling on duty or while on City property
- Either (a) the sale, purchase, transfer, possession, or consumption of alcoholic beverages or illegal drugs or (b) the use of drugs which impair the senses or the ability to perform the job during normal working hours or on City premises
- Excessive tardiness
- Failure to properly report absence

Types of Corrective/Disciplinary Action

Corrective/Disciplinary Action normally progresses from the least to the most severe action. However, some available actions may be bypassed depending upon the severity of the infraction. Nothing in this section shall be interpreted as restricting the City's right

to take Corrective/Disciplinary Action, including the immediate placement of an employee on Administrative Leave with pay, if in the sole discretion of the City, doing so would prevent the disruption of City services or potential harm to others.

It is recognized that many problems not directly associated with an employee's job can have an effect on job performance. In such situations, the City may believe that an employee may benefit from professional assistance outside the work place and may require an employee to consult with the Employee Assistance Program as part of the Corrective/Disciplinary Action process.

The following actions may be taken in an effort to achieve improved job performance or modify inappropriate work-related behavior.

Counseling: An informal discussion with an employee designed to clarify and remedy unacceptable behavior or performance. This discussion may include the clarification of standards and a review of performance or behavior that is determined to be below standard. Repeated instances may lead to a written counseling memo or electronic communication between the supervisor and employee reinforcing the verbal counseling already provided. Verbal or written counseling is documented by the immediate supervisor for future reference and is not subject to appeal.

Retraining: A documented effort to achieve appropriate performance or conduct when an employee's lack of skill or knowledge is determined to be the cause of the problem. This action is documented by the immediate supervisor for future reference and is not subject to appeal.

Oral Reprimand: A formal discussion with an employee about performance or conduct problems and City expectations and requirements. This action is documented by the immediate supervisor for future reference and is not subject to appeal.

Written Reprimand: A written document presented to an employee regarding performance or conduct problems and expectations and requirements. This document is maintained in the official personnel file and is not subject to appeal.

Disciplinary Suspension: An involuntary absence without pay for a period up to 30 calendar days. Suspension may be caused by one grave offense, but it more often occurs due to an accumulation of various offenses. (Note:

Disciplinary suspensions from paid status for periods of less than one week are not applicable to employees classified as exempt for the purposes of the Fair Labor Standards Act unless they are imposed for infractions of safety rules of great significance.)

Disciplinary Salary Reduction: A reduction in pay from the employee's current step within the assigned salary range to any lower step within the same salary range.

Disciplinary Demotion: A change in status from a position in one classification to a position in a classification with a lower maximum salary.

Termination: Removal from City service. Removal may be caused by one grave offense, but it more often occurs due to an accumulation of various offenses. Termination is seldom used for a first offense unless the violation is so serious that no other response is appropriate.

Prior to the imposition of Corrective/Disciplinary action in the form of suspension, disciplinary salary reduction, demotion or termination, a written notice of the intended disciplinary action will be served on the employee. Such notice shall be served upon the employee personally or by mail and shall include a statement of the nature of the intended disciplinary action, a statement of the causes, a statement of the acts or omissions upon which the causes are based, a copy of the documents or material upon which the actions are based, a statement advising the employee of rights to respond to the notice before disciplinary action is taken, a statement advising the employee that if Corrective/Disciplinary Action is imposed, they may appeal to Civil Service Commission.

Employees wishing to respond to the notice of intended disciplinary action must make a request to the City Manager within 5 normal business days of the notice being served. The employee may respond either orally or in writing. The employee may be represented by another person in presenting his/her response. The individual representing the employee may not be someone directly involved with the employee's immediate working environment unless this individual is an official representative of the employee Association. The City Manager may amend, modify or revoke any or all of the pending charges including the recommended disciplinary action if there are mitigating circumstances.

If the employee wishes to appeal any action imposed by the City Manager, the employee may file a written notice of appeal in response to the imposed action. A written notice to appeal must be filed with the Director of Human Resources within 10 working days from the effective date of the disciplinary action. The notice of appeal shall contain statements of fact, which would support the rescission or amendment of the imposed disciplinary action. Failure to file a written notice of appeal within this specified time period shall be deemed a waiver of any right to appeal the action taken. No exceptions to this failure to file time period shall be permitted.

Article 11 – Compliance with Memorandum of Understanding

In the event of any violation of the terms of this MOU, responsible and authorized representatives of the Association or the City, or any individual department head, as the case may be, shall promptly take such affirmative action as is within their power to correct and terminate such violation for the purpose of bringing such unauthorized persons into compliance with the terms of this MOU. Individuals acting or conducting themselves in violation of the terms of this MOU may be subject to discipline up to and including discharge. The City shall enforce the terms of the MOU on the part of the supervisory

personnel, the Association shall enforce the terms of this MOU on the part of its members. The City Manager is the only representative of the City who may take disciplinary action against an employee.

The City will provide copies of the MOU to all negotiating committee members and department subdivisions with unit members. The City will also provide copies of the Personnel Rules and Regulations to all employees covered by this MOU.

Article 12 – Salary Plan

Effective the pay period beginning August 9, 2025, with pay date August 29, 2025, employees represented by this unit and employed with the City will receive a 3% base wage increase.

Effective the pay period beginning June 13, 2026, with pay date July 3, 2026, employees represented by this unit and employed by the City will receive a 2% base wage increase.

The salary schedule attached as Exhibit A reflects the salary plan that will be effective upon implementation of the base wage increase on each effective date noted above.

Article 13 – Bilingual Pay

The bilingual incentive pay system provides a three-tier system with compensation levels and proficiency testing. To be eligible for the language incentive program employee proficiency will be based on the Spanish Bilingual Proficiency Test for Social Services produced by CPS HR Consulting. The City Manager shall determine the number of bilingual positions and tier levels needed for each department. Employees receiving bilingual pay may be directed to provide translation services in addition to their normal assigned duties.

Minimum Score	Tier	Monthly Incentive Pay
3	I	\$100.00
4	II	\$150.00
5	III	\$200.00

Article 14 – Education Reimbursement and Exam/Certification Fees

Employees are eligible for job related educational reimbursement for courses with prior approval of their respective Department Head and a minimum passing grade of “C” as follows:

- Books: 100%
- Tuition: 100%

The 100% reimbursement is limited to a total of \$2,400 per fiscal year.

Scheduled time off for classes not offered during off work time must use compensatory time off or vacation not to exceed 6 hours per week.

Upon approval of the Department Head, employees shall have the following fees paid for by the City:

- i. Application fees;
- ii. Examination fees;
- iii. Certification fees; and
- iv. Certification renewal fees.

All of the above must be approved by the Department Head and the Human Resources Department and must be job related.

Article 15 – Education and Certificate Incentives

Employees in this unit will be eligible for education or certificate incentive pay as follows effective the pay period beginning August 9, 2025. Employees are eligible to receive up to two (2) education or certificate incentive pays. All approved incentives will be effective the first whole pay period following approval by the City Manager of the request for incentive pay.

Employees will receive 5% of base pay only for the following certificates/degrees for the specifically listed job classifications only. If the City pays for the employee to train and/or study and/or sit for or otherwise pays for the certificate that is eligible for incentive pay, then the employee agrees and commits to remain employed with the City of Madera for at least two (2) years after obtaining the applicable certificate or reimburse the City for the costs associated with training and/or study materials and/or testing if the employee leaves employment within two (2) years. If an employee fails to renew the applicable certificate, then incentive pay will cease upon expiration of the certificate.

Job Classification	Certificate/Degree
All classifications represented in this unit	Bachelor's Degree
WWTP Mechanic	Wastewater Treatment Plant Operator Grade 1
WWTP Mechanic	Mechanical Technologist
Mechanic III	Fuel System Inspector
Water Quality Specialist-in-Training/I/II	Water Distribution Operator Grade 2
Water Quality Specialist-in-Training/I/II	Water Distribution Operator Grade 3
WWTP Operator III and WWTP Lead Operator	Wastewater Treatment Plant Operator Grade 4
WWTP Operator III and WWTP Lead Operator	Wastewater Treatment Plant Operator Grade 5
Public Works Maintenance Worker I/II/Lead and Public Works Equipment Operator assigned to the Sewer Division	CWEA Collection System Maintenance Grade 2

Water System Worker I/II/III/Lead and Water System Maintenance Technician	Water Distribution Operator Grade 3
Combination Building Inspector and Plans Examiner	Certified Access Specialist (CASp)
Assistant Planner	American Institute of Certified Planners (AICP)
Parks Worker III and Parks Lead Worker	Irrigation Association Certified Irrigation Technician
Public Works Maintenance Worker I/II/Lead, Maintenance Technician, and Public Works Equipment Operator assigned to the Streets & Storm Drainage Division	Maintenance Superintendents Association Public Works Specialist

Article 16 – Mechanics’ Tool Allowance

Mechanics are required to supply their own tools and shall be given \$300.00 a year for tool replacement and/or purchase. The tool allowance will be paid annually in July. Mechanics will receive the tool allowance at the time of hire and annually thereafter. Mechanics who receive their initial allowance between July and December will be eligible for the allowance again the following July. Mechanics who receive their initial allowance between January and June will not be eligible to receive a subsequent allowance until the following July. City property insurance will insure equipment shop employee's tools per guidelines established by the City with input from employees and the Association.

In addition to the annual tool allowance, Mechanics may submit receipts for reimbursement of tools up to an additional \$300, for a total allowance of \$600 per fiscal year between the annual allowance and reimbursed amount. Reimbursement requests shall be submitted through the City’s normal warrant request process with receipts attached to the warrant request to substantiate the reimbursement.

Article 17 – Notary Public Services

The City Manager shall determine the positions eligible for City-paid Notary Public training. The City will pay for the costs associated with obtaining and maintaining the Notary Public designation, including supplies. If the City pays for Notary Public training or renewal, the services must only be provided for City business, documents for City employees, or documents for the employee’s family and friends provided free of charge, as long as such family and friends services do not conflict with any requirements as set forth by the California Secretary of State for public notaries.

Article 18 – Workday & Work Week

The provisions of this section will be effective as of the pay period and work week beginning August 9, 2025.

The normal work day and work week for permanent employees shall be a five (5) day, forty (40) hour week or its equivalent. The normal hours of work for permanent employees in office settings are Monday through Friday, from 8:00 A.M. until 5:00 P.M. Work hours for field crews are determined by the Department Director.

Work schedules may vary by department and classification. The City may, with two weeks' notice, adjust employee work schedules by two hours at the beginning and end of the work day without mutual consent. The work week may include Saturday.

WWTP employees may request to work a 5/8 work week. This may be approved by the WWTP Manager as long as the 4/10 schedule is still available to other WWTP employees.

An additional exception are employees in the classes as listed below whose shift shall vary depending upon need. Except in the case of an emergency, or as mutually agreed, changes in the designated work schedule shall be provided to such employees at least ten work days in advance of a change.

- Recreation/Community Programs Coordinator
- Neighborhood Outreach Assistant
- Neighborhood Outreach Coordinator
- Code Enforcement Officer I/II/III
- Animal Control Officer

Flex (alternate) schedule for this negotiating group is acceptable per department head approval. This schedule pertains only to any earlier/later starting time (a.m.), a shorter lunch break, and an earlier/later departure time (p.m.). Such schedule changes must be documented in writing.

There shall not be established for a position in this unit, a regularly scheduled work day of more than eight (8) hours or a regularly scheduled work week of more than five (5) days, except at the WWTP, where the work day may be 10 hours with a regularly scheduled work week of 40 hours. Parks Department may have a seven (7) day work schedule. One (1) or more parks worker(s) may be assigned each weekend with a group of community service workers to maintain, repair and clean up City property.

Members of this unit may work a 9/80 work schedule upon recommendation of the applicable Department Head and approval of the City Manager. 9/80 work schedules may not be available to all employees and/or may only be available seasonally. No 9/80 work schedule will be approved that causes a decrease in the City's customer service or increases the City's exposure to overtime costs. Normal work schedules as defined in this section of the MOU will not apply to individuals working a 9/80 work schedule. The work schedule will be agreed upon in writing between the employee and the City upon approval of the 9/80 work schedule.

Jury Duty - Employees who are required to report for Jury Duty will not be required to report to work prior to their attendance at Jury Duty if the time to report to jury duty is at or before 10:00 am. For jury duty report times occurring after 9:00 am, the department

director will have the authority to approve an appropriate excusal time taking into account any required clean-up and travel time. Any time between the employee's regular work start time and the time the employee must report to Jury Duty will be considered Jury Duty leave and paid in accordance with the City's Personnel Rules, Rule XIX, Section 2. Employees must provide a copy of their Jury Duty summons in advance of reporting for Jury Duty and must submit proof from the Court Clerk of their attendance at Jury Duty and the time they were dismissed if not required to serve.

Storm Duty – The City may schedule field maintenance crews on Storm Duty based on weather forecast. Storm Duty shall be scheduled in 12-hour shifts (8 hours at regular time and 4 hours at time and one half). Storm Duty shall initially be staffed by voluntary sign-ups. If there are insufficient volunteers, the City will assign staff with 10 days' advance notice. Storm Duty assignments may be canceled with 48 hours' notice.

Article 19 – Employee Rest and Lunch Periods

Rest Periods - employees of the General unit shall be allowed a rest period not to exceed fifteen (15) minutes, once before the lunch break and once after the lunch break, without loss of compensation. Rest periods may be scheduled by the City, consistent with the workload and in accordance with the requirements of the department. The City shall not disrupt the employee's rest period with the exception of extreme circumstances. Such rest periods shall be taken at the work site unless otherwise authorized by the Department Head. Employees working at the Public Works Yard or City Hall and other office locations shall not leave the building area to take work breaks without the approval of the supervisor. Employees assigned to crews working in the field, are to take breaks at the worksite, or as provided by the supervisor. If necessary, one employee from the work crew may leave the work site to purchase refreshments for himself/herself and other crew members. The City agrees to provide employees with a rest period, not to exceed fifteen (15) minutes, at the end of any scheduled shift, if an employee is scheduled to work two (2) or more hours of overtime, and to provide an additional rest period of the same duration between each two (2) hours of overtime worked.

Lunch periods shall be scheduled for all employees and are typically one (1) hour, but may be modified by mutual consent. For example, most maintenance positions lunches are 30-minutes and Waste Water Treatment Plant employees take a 30-minute working lunch break. Employees shall not be paid for lunch periods unless otherwise provided. Regularly scheduled meal periods may be counted as time worked when the nature of the work prevents relief from all duties; i.e. emergency repairs or emergency response. Application of this rule only applies to field maintenance crews and must be approved by the crew members' supervisor.

Clean Up Time - Employees whose duties require that they become soiled shall be allowed a reasonable amount of time for a personal clean-up period prior to the end of each work shift and prior to the lunch break. The decision on what is reasonable will be the supervisor's.

Article 20 – Overtime

The provisions of this section will be effective as of the pay period and work week beginning August 9, 2025.

Except as provided below, employees shall be paid or compensatory time provided at a rate of one and one half times the straight time hourly rate for all work performed outside of the employee's normally scheduled work hours.

Employees shall be paid at a rate of two (2) times the straight hourly rate for all work performed in excess of twelve (12) hours in any shift.

Overtime hours shall be offered in order of seniority per the discretion of the Department Head. In the event that the more senior employees decline to accept such an assignment, the City will assign such work to the next most senior qualified employee(s). The City will use its best efforts to rotate such assignments on an equitable basis. When overtime work is required and no volunteer is available, the most junior qualified employee shall be assigned the work except for work performed on a standby basis.

The exception to this section shall be that an employee with specific, specialty job assignments with less seniority may be assigned to work overtime. It is understood that an employee does not have the authority to claim overtime without the prior authorization of a Supervisor and/or Department Head.

All employees in the Group may elect to accrue equivalent compensatory time off (CTO) in lieu of cash payment for overtime hours worked. Use of available CTO shall be requested and approved in the same manner as vacation leave. Fair Labor Standards Act (FLSA) shall apply.

Call-back Compensation - Any time an employee is called back to work after normal scheduled work hours, he/she will be compensated a minimum of two (2) hours at a rate of one and one half (1-1/2) times the straight hourly rate for each time he/she is called back to work in any given twenty-four (24) hour period. The City shall not pay for mileage for call-back responses made in personal vehicles.

Employees shall be available at all times when on standby and within 20 minutes of the employee's assigned work station for all employees other than those at the Wastewater Treatment Plant (WWTP). WWTP employees shall be available at all times when on standby and within 1 hour of the employee's assigned work station. An employee who cannot be reached, or does not report to the work site, is subject to the same disciplinary action as an unexcused absence from work. In addition, standby pay for the entire day will be deducted. Other further disciplinary action also may be taken. The standby individual must be available by phone. Employees on standby required to respond to a remote call for service will receive a minimum of 30 minutes pay and all remote responses within the initial 30-minute call-out shall be considered one (1) continuous remote response.

The number of employees assigned to standby shall be determined by the City Manager and the affected department head or designee. Standby hours are normally between 3:30 p.m. and 7:00 a.m. each day except for weekends and holidays when standby hours are the entire 24 hour day. Standby hours may be seasonally adjusted to coincide with the work schedule. (i.e. 2:30 p.m. to 6:00 a.m.). Additionally, for WWTP employees, because of the 4/10 work schedule, standby hours are designated as from the close of one day's shift to the start of the next scheduled operator shift. For WWTP standby, if the plant is staffed with a regular shift on a City-designated holiday and the standby employee is therefore not required to be on call for 24 hours for the holiday, then the "Regular Week" standby amount would apply as outlined below. If WWTP standby is required to be on call 24 hours for a City designated holiday, then the appropriate "Holiday Week" standby amount would apply. Standby hours for a one week period are compensated, notwithstanding the employee's normal rate of pay, at the following weekly rates:

Regular Week:	\$400.00
Holiday Week (one day)	\$425.00
Holiday Week (two days)	\$450.00

This only applies to holidays recognized and observed by the City.

Saturday and Sunday Differential - The City agrees to pay those employees working any regularly assigned hours on Saturday or Sunday a differential of \$20.00 per shift. This is not in addition to time and one-half pay if the individual is called back to work and not regularly assigned.

Holiday Pay - If an employee is called in on a regularly scheduled City holiday, other than his normal regular work schedule, double time and one-half pay or double time and one-half compensation will be granted at employee's option. This does not apply to personnel on stand-by. In other words, the employee receives one times the regular rate of pay for the paid holiday plus time and one half for all hours worked.

Night Differential - Except when overtime work, storm duty, stand by, call back or Saturday/Sunday differential is involved, the City agrees to pay those employees working a shift at such "start" times between 4 p.m. and 5 a.m. an additional \$10.00 per shift. The \$10.00 per shift additional pay is applicable between those hours.

In lieu of the above, employees in the class of Recreation Program Coordinator shall receive a \$10.00 per shift differential for four (4) or more hours worked after 5:00 P.M.

Article 21 – Cash out of Compensatory Time Off

Employees in this Group who have elected to accrue equivalent compensatory time off (CTO) in lieu of cash payment for overtime hours worked are eligible to request a CTO cash out under the following conditions:

1. An employee may request an emergency cash out due to a life-altering event. For purposes of this Side Letter, a life-altering event is defined as the death of the employee's immediate family; divorce; serious medical condition of the employee, or immediate family; or drug or alcohol rehabilitation for the employee, or immediate family. The immediate family is defined as current spouse, child, parent, brother, sister, mother in law, father in law, brother in law, sister in law and grandparents. An emergency cash out will be made the next payroll occurring no sooner than 10 days after a written request is received by the Human Resources Department . All emergency requests are subject to the approval of the Human Resources Director.

-OR-

2. An employee may request two annual cash outs of CTO. All requests must be received in writing by the payroll department no later than May 1 and November 1 of each year, and will be paid the second payroll of that month.

Article 22 – Probationary Period

An employee appointed to a permanent or permanent part-time position shall serve a probationary period not less than twelve months with the following exceptions:

The initial probationary period may be extended in the event the performance of an employee in a class is marginal or unsatisfactory at the end of the probationary period and after providing the reasons for such rating in writing to the employee, the City may, in its discretion, extend the employee's probationary period not more than ninety (90) days.

All promotions within classes shall have a six month probationary period.

Performance evaluations will be conducted every 3 months during the twelve month probationary period. More frequent evaluations are advisable in those cases where the performance is marginal or unsatisfactory. The employee should be advised of needed corrections or improvements in as specific terms as possible. The City may release the employee during his/her probationary period, in accord with the Personnel Rules and Regulations, without the right of appeal. If the employee's Department Head fails to file a written statement with the Personnel Officer either recommending the employee to pass probation or recommending probation be extended within seven (7) days of the employee's hire anniversary date, the employee will have been deemed to have passed probation.

An employee is eligible to be considered for merit salary adjustment after one year of service in a position.

Article 23 – Temporary Assignment to Perform Duties of a Higher Classification

Permanent employees of the General Unit, assigned in writing to perform duties of a higher classification shall receive a five percent (5%) increase, or to the first step of the higher level class, whichever is greater, after working fifteen (15) consecutive days, or 120 hours, in such higher paid class. To be eligible for such pay the employee must assume a majority of the duties and responsibilities of the higher level class, and the assignment be approved by the City Manager.

Article 24 – Drivers License Fees

California Drivers License

- Class “C” – Employee is responsible for all costs associated with this class
- Class “A” and “B” – City will reimburse Department of Motor Vehicle (DMV) costs one time for City required License upgrade and/or endorsements. Thereafter, the City will pay the difference between an “A/B” and “C” class for DMV renewal fees

Article 25 – Personal Property and Vehicle Usage

When an employee uses his/her personal vehicle in the performance of his/her work duties for the City, the City shall compensate the employee for the use of said vehicle at the current IRS rate. It is the responsibility of the employee to carry all necessary insurance as specified by the City and to have a copy of such on file with the City.

Article 26 – Safety

The City and the Association undertake to promote in every way possible the realization and the responsibilities of the individual employee with regard to preventing accidents to themselves or to their fellow employee.

The City shall comply with all applicable laws and regulations pertaining to occupational safety and health.

The City agrees to make all reasonable provisions for safety and health of its employees. In the event any safety or health hazard is detected, it shall promptly be reported to the appropriate supervisor. The City shall remedy the problem as soon as possible and no employee shall be exposed to any unsafe condition pending its correction.

No employee shall be discharged or otherwise disciplined for bringing to the attention of his/her supervisor any unsafe condition that may exist.

Safety Boots - A safety boot allowance of shall be provided annually of the second July pay date of each year for positions shown on Exhibit B. Safety boots are to be worn at all times while performing City duties, except as authorized by the employee's supervisor. Safety boots are classified by the Internal Revenue Service as supplemental

wages and subject to income tax withholding in accordance with Circular E, Employer's Tax Guide.

As the July 2025 safety boot allowance has already been paid for members of this unit under the provisions of the prior Agreement, employees in positions not eligible for boot allowance under the prior Agreement now shown on Exhibit B will be eligible to receive the applicable boot allowance in the August 29, 2025, paycheck. Additionally, employees in positions shown on Exhibit B to be eligible for a \$500/year allowance under this new Agreement will receive a boot allowance payment of \$250.00 in the August 29, 2025, paycheck for a total 2025 payment of \$500.00 for boot allowance.

Employees who are hired into the positions listed on Exhibit B during the year shall receive a prorated paycheck based on the remaining number of pay periods in the year.

Protective Clothing - If any employee is required to wear any protective clothing or device, it shall be provided by the City. In cases which the employee is frequently exposed to chemically toxic materials, a yearly medical examination shall be provided by the City.

The City shall provide rain gear for use by Public Works and Park employees. Rain gear that wears out, or is damaged on the job, will be replaced by the City. The employee to whom rain gear has been checked out shall be responsible for replacement of any rain gear that is lost through negligence on the part of the employee. If the employee misplaces or loses such items, the employee shall replace the item.

The City will provide appropriate safety equipment as determined by the Department Head.

Article 27 – Uniforms

If employees are required to wear uniforms, they shall be provided by the City. Replacement of worn uniforms shall also be the City's responsibility. Any employee issued a uniform shall be responsible for replacement of such if it becomes lost or damaged through negligence on the part of the employee. Uniform allowance will be 5 shirts and 5 pants weekly. WWTP employees will be provided with on-site laundry equipment. At the City's discretion, other means for laundering may be selected for which the City will be responsible.

Effective the pay period beginning August 9, 2025, employees in the classification of Animal Control Officer will no longer receive a uniform allowance to purchase uniforms. The City will provide any required uniforms for Code Enforcement Officer I/II/III and Animal Control Officer. Said uniforms will be issued by the Police Chief or applicable Department Head.

Article 28 – Health and Welfare

The City shall provide a monthly benefit dollar amount for each employee to purchase at a minimum employee only medical, dental, and vision coverage. The pay period equivalent of the benefit dollars will be paid each pay period an employee is in a paid status 50% or more of the period when eligible to participate in the health insurance plan. All employees receiving the benefit dollars will be required to participate in the premium conversion component of the IRS Section 125 plan at no cost to the employee.

The number of people the employee elects to enroll in the medical plan determines the amount of benefit dollars provided. If the cost of the employee benefit elections are less than the benefit dollars provided the remainder will be added to the employee check. If the cost of the employee benefit elections is greater than the benefit dollars provided, then the remainder will be deducted from the employee check. Employees can waive participation in health insurance benefits provided they provide evidence of other coverage. To comply with Internal Revenue Service (IRS) Regulations for “Eligible Opt Out Arrangements” under the Section 125 plan, Employees who seek to waive health benefits coverage must provide a copy of their insurance card demonstrating other coverage or provide sufficient plan information as determined by the City’s Human Resources Department such as the carrier and group number of the plan. Additionally, to meet IRS requirements, employees must attest to the fact that the plan they have that allows them to waive participation in the City’s plan meets Minimum Essential Coverage (MEC) requirements of the Affordable Care Act and that all members of their tax family have coverage that meets MEC requirements. Such waiver and attestation shall be captured on forms provided by the Human Resources Department. No portion of this MOU is meant to convey requirements more stringent than those required by the Affordable Care Act and/or IRS Regulations. Employees who waive coverage will receive \$450 per month.

For the term of this agreement only, the City’s defined contribution towards health insurance will be capped using the following formula. At no time will the City’s contribution exceed the combined premium for medical, dental, and vision insurance at each enrollment level.

- The City contribution towards Kaiser Core and Buy-up plans will be the Kaiser Core plan premium + Vision premium + Dental premium
- The City contribution towards Anthem Core and Buy-up plans will be the Anthem Core plan premium + Vision premium + Dental premium
- There will be no change to the waiver amount.

Following expiration of this agreement, the City’s defined contribution for health insurance will be set at the January 2027 core rates. There will be no automatic increases in the City’s contribution unless specifically agreed to by the parties.

Because the City’s benefit plans are administered in whole month increments, when an

employee is terminated for cause or convenience by the City, benefit contributions as defined above will continue for the current coverage month regardless of paid status.

The City reserves the right to determine the carriers and will seek input from the bargaining units regarding plan design of the standard benefits and possible voluntary optional benefits. Optional benefits include, but are not limited to, dependent coverage and participation in flexible spending accounts.

The City provides term life insurance for employees in the Group in the amount of \$25,000 coverage which includes accidental death and dismemberment (AD & D) coverage. Life insurance and AD&D coverage amounts are subject to age-based reductions as defined in the policy documents. The City also provides dependent life in the amount of \$5,000 and Long Term Disability Insurance, which provides salary replacement benefits.

Retiree Health Coverage: The City will allow retirees to continue to participate in the City health plan offerings (medical, dental, and vision) at the retirees expense till age 65 or when eligible for Medicare, whichever comes first. Retirees who exercise this option will pay a 2% administrative fee per month. Both retiree and dependent coverage are available under this program.

Article 29 – State Disability Insurance/Paid Family Leave

The General Bargaining Unit elects to participate in the State run State Disability Insurance (SDI) program for short term disability insurance with all costs associated with the program borne solely by the employee. SDI is administered by the State of California Employment Department and information about the program or applications for benefits can be obtained on their website at www.edd.ca.gov/disability.

Consistent with Article 38 – Leave Without Pay of this memorandum of understanding, employees represented by this unit must use paid leave prior to utilizing unpaid leave. Use of paid leave may include sick leave, vacation, floating holiday, or compensatory time off depending on the reason for leave and other qualifying factors for the use of the particular leave type. However, if an employee notifies the City that they will be applying for and receiving SDI or Paid Family Leave (PFL) benefits, then this provision does not apply. The employee must provide proof of participation in SDI/PFL benefits.

An employee may elect to request to integrate the SDI or PFL benefits with paid leave from the City, not to exceed the employee's regular bi-weekly gross (less mandatory reductions/deductions) pay. When an employee integrates leave with SDI/PFL benefits, the City will consider this paid status for purposes of determining the City's contribution to health benefits. Consistent with California Law, for leave that qualifies for and is designated as being covered by the California Family Rights Act (CFRA), receipt of SDI/PFL benefits will be considered being in a paid status.

Employees who desire to integrate City paid leave with SDIO/PFL benefits must notify their supervisor and payroll as soon as possible of their desire to integrate. The City

cannot retroactively integrate benefits and any request/notice will apply to the current pay period in which notice is received. It is the Employee's responsibility to advise the State of California that they will be integrating benefits. Employees will be provided a form to notify payroll of their intent and provide relevant information for the accurate processing of payroll.

Once the SDI or PFL benefit amount has been determined by the State, the employee must provide a copy of the SDI or PFL award letter and provide ongoing copies of the SDI or PFL check stubs to the Payroll division in the Finance Department to ensure proper supplementation of benefits and payments. Timely submission is defined as submission by the last day of the applicable pay period so that the information may be utilized for calculation of the pay check for that pay period.

Article 30 – Vacation

Eligible employees shall earn vacation credits at the following rate dependent upon the number of years of service with the City, for each pay period an employee is in a paid status at least 50% or more of the period.

COMPLETED YEARS = NUMBER OF HOURS RECEIVED PER PAY PERIOD		
0 through 4 yrs.	=	3.69 hrs. per pay period
5 through 9 yrs.	=	4.61 hrs. per pay period
10 through 14 yrs.	=	5.53 hrs. per pay period
15 through 19 yrs.	=	6.15 hrs. per pay period
20 or more yrs.	=	6.46 hrs. per pay period

Vacation may be used after completing six months of continuous service. Maximum vacation time allowed on books is 280 hrs. If the employee has reached the maximum (280 hrs.) accumulation, the vacation hours will cease to accumulate, or the employee must take the time as it is earned.

Vacations will be scheduled in advance with prime consideration that the functions of the Department will be adequately maintained. Whenever two or more employees choose the same vacation period, the matter will be settled on the basis of seniority. Requests for Vacations of more than five working days will be granted on consecutive work days, unless previously agreed to in writing by the employee.

Short notice vacation leave of less than five working days may be granted if the employee gives as much prior notice as is reasonably possible and the Department workload permits.

Article 31 – Retirement

The City of Madera is a member of the California Public Employees' Retirement System (CalPERS). The specific retirement benefits each employee receives are governed by the contract between the City and CalPERS as well as the Government Code. Any

employee contributions for the plans outlined below will be made as a pre-tax deduction in accordance with applicable tax law. Employees shall pay for the employee's contribution to the 1959 Survivor Benefit.

Miscellaneous Employees

Classic Formula: 2.5% @ 55 with the retirement calculation based on single highest year for all employees who first worked for the City of Madera prior to October 20, 2012. The City will pay the Employer Contribution. Employees will pay 3.375% towards the Employee Contribution, with the City paying the remaining 4.625% of the Employee Contribution as Employer Paid Member Contributions (EPMC).

Tier I Formula: 2% @ 60 with the retirement calculation based on average 3 year final compensation for all employees who first worked for the City of Madera on or after October 20, 2012 and before January 1, 2013 OR employees employed on or after January 1, 2013 who have been members of CalPERS or a CalPERS reciprocal agency within 6 months of the date of hire. The City will pay the Employer Contribution. Employees will pay 3.375% towards the Employee Contribution, with the City paying the remaining 3.625% of the Employee Contribution as Employer Paid Member Contributions (EPMC).

PEPRA Formula: 2% @ 62 with the retirement calculation based on average 3 year final compensation for all employees who first worked for the City of Madera on or after January 1, 2013 who were not previously CalPERS members or were CalPERS or CalPERS reciprocal system members but experienced a break in service of at least 6 months. The City will pay the Employer Contribution. Employees will pay the Employee Contribution as determined by CalPERS, currently 7%.

Article 32 – Sick Leave

Each employee shall be entitled to sick leave, which will be accrued at a rate of 3.6923 hours per pay period an employee is in a paid status at least 50% or more of the period.

In addition to the reasons for use of Sick Leave as stated in the Personnel Rules & Regulations, an employee may utilize accrued Sick Leave hours for any absence designated by the City as being covered by the Federal Family Medical Leave Act (FMLA) and/or the California Family Rights Act (CFRA), regardless of the reason for the leave. It will be the employee's responsibility to complete the required paperwork to certify the need for leave and he/she must provide timely notification of the need for leave in compliance with FMLA/CFRA regulations. Use of Sick Leave for this purpose will not commence until such requirements have been met. Use of Sick Leave for family members when the leave has been designated as FMLA/CFRA will not count against the employee's annual limit of Family Sick Leave as provided in Article 32 of this MOU.

Bereavement Leave - In the event of the death of the employee's parent, spouse, registered domestic partner, or child, employee shall be eligible for paid non-chargeable

leave up to a maximum of three (3) days for in-state relatives and five (5) days for out-of-state relatives. Employees granted bereavement leave for a parent, spouse or child shall be paid for work hours regularly scheduled only but not worked.

When a death occurs in the immediate family of an employee, the employee shall be granted up five (5) days leave for the death of a family member. Such time will be charged to sick leave or vacation leave at the employee's discretion. The immediate family is defined as current spouse, registered domestic partner, child, parent, brother, sister, mother-in-law, father-in-law, brother-in-law, sister-in-law and grandparents.

In accordance with government code 12945.6, employees employed for 30 days or more with the City may take up to five (5) days of leave for a reproductive loss event. Reproductive loss leave is not required to be taken consecutively but must be completed within three (3) months of the loss. If an employee experiences more than one loss in a year, they are entitled to no more than twenty (20) days of reproductive loss leave in that one-year period. Employees may use any of their available accrued time off (vacation, sick or compensatory time off) to cover their reproductive loss leave. If an employee does not have any accrued leave time, they may be approved for unpaid leave.

Sick Leave Cash-out: Employee's may cash out sick leave at the rate of 1 % a year for each year of service up to a maximum of 30% for 30 years of service. To be eligible employees must be employed with the City on a full time basis for a minimum of five years.

The cash-out conversion pertains only to retirements and positive terminations. Negative terminations (discharge) are not eligible.

For the cash-out provision above, the percentage is the percentage of salary at date of separation, which will be paid for Sick Leave balances to be cashed out. An example is an employee with 100 hours of sick leave on the books at the date of separation. For this example, the employee is paid \$15.00 per hour, the employee's class was not formerly in the Maintenance Bargaining Unit, the hire date was prior to 7/1/83 and the employee has fifteen (15) years of service.

The cash-out would be: 100 hours X \$15 per hour X 30% = \$450.00

All employees in this unit have the option to convert 100% of the remaining sick leave upon retirement to PERS time-in-service.

PERS Sick Leave Credit - Members with unused sick leave at retirement (after any cash out) may receive additional service credit at the rate of 0.004 years for each day of sick leave, if desired.

Article 33 – Family Sick Leave

Sick leave may be used up to the limit of ninety-six (96) hours each calendar year:

1. For the diagnosis, care, or treatment of an existing health condition or preventative care for an employee's family member, including:
 - 1.1. Child (including a biological, adopted, or foster child, stepchild, legal ward, or a child to whom the employee stands in loco parentis.)
 - 1.2. Spouse or Registered Domestic Partner
 - 1.3. Parent (including biological, adoptive, or foster parent, stepparent, or legal guardian of an employee or the employee's spouse or registered domestic partner, or a person who stood in loco parentis when the employee was a minor child.)
 - 1.4. Grandparent
 - 1.5. Grandchild.
 - 1.6. Sibling.
 - 1.7. Designated Person (employee may designate one designated person per 12-month period)
2. To obtain any relief or services related to being a victim of domestic violence, sexual assault, or stalking including the following with appropriate certification of the need for such services:
 - 2.1. A temporary restraining order or restraining order.
 - 2.2. Other injunctive relief to help ensure the health, safety or welfare of themselves or their children.
 - 2.3. To seek medical attention for injuries caused by domestic violence, sexual assault, or stalking.
 - 2.4. To obtain services from a domestic violence shelter, program, or rape crisis center as a result of domestic violence, sexual assault, or stalking.
 - 2.5. To obtain psychological counseling related to an experience of domestic violence, sexual assault, or stalking.
 - 2.6. To participate in safety planning and take other actions to increase safety from future domestic violence, sexual assault, or stalking, including

temporary or permanent relocation.

Such a leave is a part of Sick Leave accrual, not in addition to the annual accrual of Sick Leave. All conditions and restrictions placed by the City upon the use by an employee of sick leave for himself or herself shall apply to the use by an employee of sick leave to attend to an illness of his or her identified family member.

All other provisions for use of Sick Leave by the employee also apply to Family Sick Leave use. This includes, but is not limited to, the Sick Leave section of the Personnel Rules and Regulations.

Article 34 – Workers' Compensation

Employees represented by this group who have suffered an industrial injury that has been accepted as such by the City and are not able to return to duty are not eligible to receive monthly benefit allowance once they have been declared permanent and stationary by either their treating physician or the Workers' Compensation Appeals Board and they have exhausted all of their accruals, leaving them on unpaid status. At such time, the City will also no longer be required to provide life insurance, dependent life insurance, and long term disability insurance.

If an employee is on leave due to an industrial injury that has been accepted as such by the City and is cleared to return to full or part time work by his/her treating physician, the employee will use sick leave in accordance with the City of Madera Personnel Rules and Regulations or any other leave the employee may have accrued to attend to any additional medical or therapy appointments scheduled during a work shift.

When an employee is on leave due to an industrial injury that has been accepted as such by the City, the City is not obligated to pay any more temporary disability than that which is provided for in the California Labor Code or in this Memorandum of Understanding. Employees will use accrued sick, vacation, holiday, or compensating time off to supplement temporary disability pay to provide a full regular paycheck.

Article 35 – Deferred Compensation

The City pays an amount equal to 4.2% of the Non-Safety employees' gross salary into a deferred compensation plan (the 4.2% may be rounded up or down).

Article 36 – Holidays

The employer agrees the following eight (8) hour days are established as holidays with pay:

New Year's Day, Martin Luther King's Birthday or Civil Rights Day, Presidents' Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Indigenous Peoples Day, Veteran's Day, Thanksgiving Day, Day after Thanksgiving, and Christmas Day.

The employer agrees the following half (½) days (4 hours) are established as partial holidays with pay:

Good Friday and last day prior to either Christmas Day or New Year's Day. Except for employee at the Waste Water treatment Plant, when said listed holidays fall on a Sunday, the following Monday shall be deemed the holiday in lieu of the actual day observed, and when a holiday falls on Saturday, the preceding Friday shall be deemed the holiday in lieu of the actual day observed. For employees working at the Waste Water Treatment Plant, all holidays will be observed on the actual calendar day.

In addition to the above holiday policy, should a holiday fall on an employee's regular day off, the employee shall be scheduled to observe the holiday on either the last work day prior to the holiday or the first work day following the holiday. Should this not be possible, with the written permission of the City Manager, this time may be added (placed on the books) as holiday time, which may be used at some time in the future on the same basis as vacation leave or the employee may be paid for the holiday in addition to all other hours worked and leave taken in the pay period.

The parties agree that to be eligible to receive a paid holiday, the employee must be in a paid status on the scheduled work day either immediately preceding the identified holiday or on the scheduled work day immediately following the identified holiday. Consistent with Personnel Rule IX Section 12, a new employee is not entitled to receive a paid holiday until he/she has actually worked for the City of Madera in a full time capacity for at least 1 scheduled work day.

In addition to the City observed holidays outlined above, employees in this unit will receive floating holiday leave hours. Said leave hours shall be credited to the employee on July 1 of each fiscal year, may not be carried over or cashed out, and shall be taken under the same conditions as vacation leave.

Employees with 5-9 years of full time continuous service with the City of Madera as of July 1 of each year shall be credited with 20 hours of floating holiday leave. Employees with 10 or more years of full time continuous service with the City of Madera as of July 1 of each year shall be credited with 40 hours of floating holiday leave.

Other than as provided in Article 19, when an employee is scheduled, as opposed to called in, to work on any of the aforementioned holidays, employee shall be paid at the rate of one and one half (1-1 /2) times their normal rate of pay for the hours worked.

In addition, each employee shall receive the date known as the "employee anniversary date" (month and day hired as a regular employee) as a holiday. This holiday shall be added to vacation time at a straight time rate. Credit will not be given until the employee's anniversary date has passed.

In those instances where an employee is scheduled to work 10 hour shifts, compensation shall be computed based on the following scenarios:

Scenario #1.

Employee is scheduled to work, or called back to work, on a holiday for a 10 hour shift.

Compensation Computation for Scenario #1.

Compensation is based on 8 hours holiday pay at straight time and 10 hours of actual work performed at the rate of one and one half ($1\frac{1}{2}$) employee's normal rate of pay for the hours worked. (This equates to 23 hours of work paid at straight time.)

Scenario #2.

Employee is not scheduled to work a 10 hour shift on a holiday.

Compensation Computation for Scenario #2.

Employee can exercise one of two payment alternatives as shown below:

Payment Alternative #1

Employee may choose to be paid 2 hours from their accrued vacation bank or be paid 2 hours from their accrued CTO bank.

Payment Alternative #2

Employee can chose not to be paid for 2 hours.

Scenario #3.

Employee is scheduled to work 10 hours on a 4 hour holiday. (Good Friday or Winter Holiday).

Compensation Computation for Scenario #3

Compensation is based on 4 hours holiday pay at straight time and 6 hours of work at straight time, and 4 hours of time paid at one and one half ($1\frac{1}{2}$) for the 4 holiday hours worked. (This equates to 16 hours of work at straight time.)

Scenario #4.

Employee is not scheduled to work 10 hours on a 4 hour holiday (Good Friday or Winter Holiday).

Compensation Computation for Scenario #4.

Compensation is based on 4 hours holiday pay added to the normal paycheck.

Article 37 – Holiday Closure

Contingent upon approval of this same provision by the Mid Management Employee Group, the City will close non-safety functions of City services between Christmas Day (December 25) and New Years' Day (January 1) for 2025 and 2026. The City will provide for employees who are not normally required to work on holidays their normally scheduled work days between December 25 and January 1 during the term of this agreement as days off with no loss in pay.

The City Manager may approve requests from Department Directors regarding necessary and/or safety services that must be performed during the identified Holiday Closure defined above. If approved by the City Manager, City will provide notice by November 1

to any employee to whom this applies. For any employee whose position with the City requires they work as normally scheduled during the dates identified above, said employee will take their Holiday Closure January 2-7.

Article 37 shall be applicable solely during the term of this MOU which terminates on June 30, 2027. It shall become null and void thereafter and will be eliminated from the MOU unless specifically agreed to by side letter or subsequent MOU agreement.

Article 38 – Longevity Pay

In recognition of continuous full-time City employment, employees represented by this unit will be eligible for longevity pay as follows. For any employee approved for rehire under the reinstatement provision of the City's Personnel Rules & Regulations, years of service will be calculated using the adjusted Service Date, calculated as Rehire Date + prior full-time continuous service. This is the same adjusted Service Date used for benefit accrual calculations for reinstated employees.

As this is a new pay upon approval of this Memorandum of Understanding, current employees will be eligible for Longevity Pay the pay period that begins August 9, 2025, with pay date August 29, 2025. When an employee becomes eligible for a new Longevity Pay rate in the future based on years of service, the pay will be effective the first whole pay period following the applicable anniversary date.

Years of Service	Percent of Base Salary
10	2.5%
15	5.0%
20	7.5%

Article 39 – Retention Bonus

Employees represented by this unit and employed with the City at the time of paycheck issuance will receive a retention bonus payment in the amount of \$1,500 to be paid in the January 16, 2026, and January 15, 2027, paychecks. This provision shall automatically sunset after January 15, 2027.

Article 40 – Reclassification – Employee Initiated

Position Reclassification

An employee who believes his/her position is wrongly classified may submit a written request to the Human Resources Department for reclassification. Requests shall state the reason the employee believes the present class is not appropriate and which class the employee believes is appropriate, based on the employee's present duties. Requests must be made to the Human Resources Department each October so that changes may

be included in the mid-year budget adjustments or February so that changes may be included in the next fiscal year budget.

Classification Analysis

The supervisor shall forward the request to the department head. The department head shall then request that the Human Resources Director conduct a classification analysis. When the classification analysis is completed, a written response will be sent to the employee and the department head. The city shall endeavor to complete the analysis as soon as practicable.

Appeals

If the employee disagrees with the response of the Human Resources Director, he/she may appeal to the City Manager in writing. The written appeal must state the reasons why he/she feels that the Human Resources Director's findings were incorrect. The City Manager may review the appeal, assign it to his designee or establish an advisory committee to review the matter. The decision of the City Manager shall be final.

Article 41 – Military Leave

An employee requesting Military Leave must furnish a copy of their official orders to the immediate supervisor and the Human Resources Department as far in advance as possible.

For the purposes of this MOU, active and inactive duty will be defined based on the Military and Veteran's Code as follows:

Active Duty: Active military training, encampment, naval cruises, special exercises, or similar activity as a member of the reserve corps or force of the armed forces of the United States, or the National Guard, or the Naval Militia.

Inactive Duty: Weekend drills as a member of an inactive unit of the National Guard or Reserves, or a similar activity.

Consistent with its statutory obligation the City continues an employee's pay for the first 30 days of active duty on a given fiscal year. For the purposes of administering paid military leave, 180 hours of paid military leave is equivalent to 30 days. Employees requesting military leave for active duty beyond 180 hours may request a leave without pay or the use of vacation, compensatory time off or holiday time. Per Opinion No. 395.05 of the California Attorney General in regards to sections 395.03 and 395.05 of the Military and Veterans Code, the City is obligated to maintain 30 days of pay only one time per activation.

When requesting leave for inactive duty an employee may request leave without pay or use of vacation, compensatory time off, or holiday pay.

However, when an employee is called to active duty as a result of a Presidential declaration of war or military action the City will pay the employee the difference between their City and military pay after verification of military pay has been received by the City. Such salary continuation will be provided after an employee has exhausted 180 hours of paid military leave in the fiscal year as noted above. The salary continuation will cease when the employee is discharged from active duty or twelve (12) months after the date of active duty commences, whichever comes first.

Employees called to active duty will remain eligible to accrue vacation (up to the maximum accrual noted in the MOU), sick leave and benefit allowance (dollars) for each period in which the salary continuation benefits are paid. Uniform and /or Boot allowance for the fiscal year will also be prorated in recognition of the limited use during active military duty. If an employee has already received the Uniform and/or Boot allowance for the fiscal year, the employee will reimburse the City on a prorated basis in recognition of the limited use during the active military duty.

An employee on Military Leave is to be reinstated to the position (or a position of similar seniority, status and pay) held prior to being called to active duty if: 1) the employee has given advance notice of military service, 2) the cumulative length of the absence including all previous absences from the position of employment by reason of military service does not exceed five years, and 3) the returning veteran reports or seeks to return to work within the time required by statute.

Article 42 – Leave Without Pay

The City Manager or designee may grant an employee a leave of absence without pay for a period not to exceed six months. However, under extraordinary circumstances the employee may request one extension not to exceed another six months for a total amount of leave without pay not to exceed one year.

A leave without pay may be granted only after all paid leave has been exhausted except when a person is receiving long term disability benefits, is unable to use their vacation due to the short duration of employment with the City or due to military leave.

Article 43 – Openers

During the term of this agreement there shall be openers as follows:

- None

During the life of this MOU, should either party desire to modify its terms or to meet and confer as to matters within the scope of representation not addressed in this Memorandum, such party shall request, in writing, to meet and confer on the item which item shall be specified in writing. Except as provided above, meet and confer on items requested using this provision, requires mutual agreement.

Article 44 – Savings Clause

The provisions of this MOU are declared to be severable and if any section, subsection, sentence, clause, or phrase of this agreement shall for any reason be held to be invalid or unconstitutional, such decision shall not affect the validity of the remaining sections, subsections, sentences, clauses and phrases of this MOU, but they shall remain in effect, it being the intent of the parties that this agreement shall stand notwithstanding the invalidity of any part. Should any portion of this agreement be found invalid or unconstitutional, and the parties will meet and confer to arrive at a mutually satisfactory replacement for the portion found to be invalid or unconstitutional.

Article 45 – Ratification

Nothing contained in this MOU shall be deemed binding on either the City or the Association following signing of this Memorandum by the respective parties until it has been ratified by the Association membership and approved by the City Council.

Article 46 – Term

Except as otherwise provided herein, this MOU shall be effective August 13, 2025, upon adoption by the City Council and remain in effect until midnight, the 30th day of June, 2027.

Signatures

REPRESENTATIVES OF MACEA

Anna Osborn, CEA Representative

Date

Dustin Pickett, MACEA President

Date

MANAGEMENT REPRESENTATIVE OF THE CITY OF MADERA

Arnoldo Rodriguez, City Manager

Date

EXHIBIT A
GENERAL BARGAINING UNIT SALARY SCHEDULE

Job Title	B/U	Range	Bi-Weekly Pay Rate					
			A	B	C	D	E	F
Effective 8/9/2025								
Accountant (Junior)	GBU	282	\$1,617.91	\$1,698.86	\$1,783.96	\$1,873.18	\$1,966.55	\$2,065.23
Accounting Technician I	GBU	263	\$1,471.96	\$1,545.23	\$1,622.64	\$1,703.59	\$1,788.68	\$1,878.50
Accounting Technician II	GBU	283	\$1,626.18	\$1,707.14	\$1,792.82	\$1,882.64	\$1,976.59	\$2,075.27
Accounting Technician III	GBU	300	\$1,769.77	\$1,858.41	\$1,951.18	\$2,048.68	\$2,151.50	\$2,259.05
Administrative Assistant	GBU	303	\$1,796.36	\$1,886.18	\$1,980.73	\$2,080.00	\$2,184.00	\$2,292.73
Animal Control Officer	GBU	290	\$1,684.09	\$1,768.00	\$1,856.64	\$1,949.41	\$2,046.91	\$2,149.14
Assistant Planner	GBU	352	\$2,293.91	\$2,408.55	\$2,529.09	\$2,655.55	\$2,788.50	\$2,927.96
Building Permit Technician	GBU	288	\$1,666.96	\$1,750.27	\$1,837.73	\$1,929.91	\$2,026.23	\$2,127.86
Code Enforcement Officer I	GBU	310	\$1,860.18	\$1,953.55	\$2,051.05	\$2,153.87	\$2,261.41	\$2,374.27
Code Enforcement Officer II	GBU	330	\$2,055.78	\$2,158.59	\$2,266.14	\$2,379.59	\$2,498.37	\$2,623.64
Code Enforcement Officer III	GBU	350	\$2,271.46	\$2,384.91	\$2,504.27	\$2,628.96	\$2,760.73	\$2,898.41
Combination Building Inspector	GBU	348	\$2,248.41	\$2,361.27	\$2,478.87	\$2,602.96	\$2,733.55	\$2,870.05
Computer Technician I	GBU	344	\$2,204.09	\$2,314.59	\$2,430.41	\$2,551.55	\$2,679.18	\$2,813.32
Computer Technician II	GBU	375	\$2,572.82	\$2,701.64	\$2,836.37	\$2,978.18	\$3,127.09	\$3,283.68
Construction Inspector I	GBU	322	\$1,975.41	\$2,074.09	\$2,177.50	\$2,286.23	\$2,400.86	\$2,520.82
Construction Inspector II	GBU	342	\$2,182.23	\$2,291.55	\$2,406.18	\$2,526.14	\$2,652.59	\$2,785.55
Deputy City Clerk	GBU	311	\$1,869.64	\$1,963.00	\$2,061.09	\$2,164.50	\$2,272.64	\$2,386.09
Electrician II	GBU	361	\$2,399.09	\$2,519.05	\$2,645.50	\$2,777.27	\$2,916.14	\$3,062.09
Electrician III	GBU	381	\$2,650.82	\$2,783.78	\$2,931.50	\$3,068.59	\$3,222.23	\$3,383.55
Engineering Technician I	GBU	302	\$1,787.50	\$1,877.32	\$1,970.68	\$2,069.37	\$2,172.77	\$2,281.50
Engineering Technician II	GBU	322	\$1,975.41	\$2,074.09	\$2,177.50	\$2,286.23	\$2,400.86	\$2,520.82
Engineering Technician III	GBU	350	\$2,271.46	\$2,384.91	\$2,504.27	\$2,628.96	\$2,760.73	\$2,898.41
Facilities Maintenance Technician	GBU	289	\$1,675.23	\$1,759.14	\$1,847.18	\$1,939.36	\$2,036.27	\$2,138.50
Grants Specialist	GBU	299	\$1,760.91	\$1,848.96	\$1,941.73	\$2,038.64	\$2,140.87	\$2,247.82
Industrial Electrical Technician	GBU	381	\$2,650.82	\$2,783.78	\$2,931.50	\$3,068.59	\$3,222.23	\$3,383.55
Lead Electrician	GBU	401	\$2,929.14	\$3,075.68	\$3,229.32	\$3,390.64	\$3,560.23	\$3,738.09
Maintenance Technician	GBU	308	\$1,841.87	\$1,934.05	\$2,030.96	\$2,132.59	\$2,238.96	\$2,350.64
Mechanic I	GBU	286	\$1,650.41	\$1,733.14	\$1,820.00	\$1,911.00	\$2,006.14	\$2,106.59
Mechanic II	GBU	301	\$1,778.64	\$1,867.86	\$1,961.23	\$2,059.32	\$2,162.14	\$2,270.27
Mechanic III	GBU	321	\$1,965.36	\$2,063.46	\$2,166.86	\$2,275.00	\$2,389.05	\$2,508.41
Neighborhood Outreach Assistant	GBU	276	\$1,570.05	\$1,648.64	\$1,731.36	\$1,817.64	\$1,908.64	\$2,004.36

EXHIBIT A
GENERAL BARGAINING UNIT SALARY SCHEDULE

Job Title	B/U	Range	Bi-Weekly Pay Rate					
			A	B	C	D	E	F
Neighborhood Outreach Coordinator	GBU	306	\$1,823.55	\$1,915.14	\$2,010.86	\$2,111.32	\$2,216.50	\$2,327.59
Office Assistant I	GBU	263	\$1,471.96	\$1,545.23	\$1,622.64	\$1,703.59	\$1,788.68	\$1,878.50
Office Assistant II	GBU	283	\$1,626.18	\$1,707.14	\$1,792.82	\$1,882.64	\$1,976.59	\$2,075.27
Parks Leadworker	GBU	323	\$1,984.87	\$2,084.14	\$2,188.73	\$2,298.05	\$2,412.68	\$2,533.23
Parks Worker I	GBU	263	\$1,471.96	\$1,545.23	\$1,622.64	\$1,703.59	\$1,788.68	\$1,878.50
Parks Worker II	GBU	283	\$1,626.18	\$1,707.14	\$1,792.82	\$1,882.64	\$1,976.59	\$2,075.27
Parks Worker III	GBU	303	\$1,796.36	\$1,886.18	\$1,980.73	\$2,080.00	\$2,184.00	\$2,292.73
Payroll Specialist	GBU	316	\$1,916.91	\$2,012.64	\$2,113.68	\$2,218.86	\$2,329.96	\$2,446.36
Plans Examiner	GBU	360	\$2,387.27	\$2,506.64	\$2,631.91	\$2,763.68	\$2,901.96	\$3,046.73
Public Works Equipment Operator	GBU	303	\$1,796.36	\$1,886.18	\$1,980.73	\$2,080.00	\$2,184.00	\$2,292.73
Public Works Maintenance Lead Worker	GBU	323	\$1,984.87	\$2,084.14	\$2,188.73	\$2,298.05	\$2,412.68	\$2,533.23
Public Works Maintenance Worker I	GBU	263	\$1,471.96	\$1,545.23	\$1,622.64	\$1,703.59	\$1,788.68	\$1,878.50
Public Works Maintenance Worker II	GBU	283	\$1,626.18	\$1,707.14	\$1,792.82	\$1,882.64	\$1,976.59	\$2,075.27
Purchasing Assistant	GBU	280	\$1,601.96	\$1,681.73	\$1,766.23	\$1,854.27	\$1,947.05	\$2,044.55
Recreation/Community Programs Coordinator	GBU	313	\$1,888.55	\$1,983.09	\$2,081.77	\$2,186.36	\$2,295.68	\$2,410.32
Solid Waste/Recycling Assistant	GBU	283	\$1,626.18	\$1,707.14	\$1,792.82	\$1,882.64	\$1,976.59	\$2,075.27
Solid Waste/Recycling Coordinator	GBU	313	\$1,888.55	\$1,983.09	\$2,081.77	\$2,186.36	\$2,295.68	\$2,410.32
Water Conservation Customer Service Representative	GBU	263	\$1,471.96	\$1,545.23	\$1,622.64	\$1,703.59	\$1,788.68	\$1,878.50
Water Conservation Specialist	GBU	283	\$1,626.18	\$1,707.14	\$1,792.82	\$1,882.64	\$1,976.59	\$2,075.27
Water Quality Specialist I	GBU	320	\$1,955.32	\$2,053.41	\$2,156.23	\$2,263.77	\$2,377.23	\$2,496.00
Water Quality Specialist II	GBU	340	\$2,160.96	\$2,268.50	\$2,381.96	\$2,501.32	\$2,626.59	\$2,757.77
Water Quality Specialist In Training	GBU	293	\$1,708.91	\$1,794.59	\$1,884.41	\$1,978.36	\$2,077.64	\$2,181.64
Water System Lead Worker	GBU	365	\$2,447.55	\$2,569.87	\$2,698.68	\$2,833.41	\$2,975.23	\$3,124.14
Water System Technician	GBU	350	\$2,271.46	\$2,384.91	\$2,504.27	\$2,628.96	\$2,760.73	\$2,898.41
Water System Worker I	GBU	293	\$1,708.91	\$1,794.59	\$1,884.41	\$1,978.36	\$2,077.64	\$2,181.64
Water System Worker II	GBU	320	\$1,955.32	\$2,053.41	\$2,156.23	\$2,263.77	\$2,377.23	\$2,496.00
Water System Worker III	GBU	340	\$2,160.96	\$2,268.50	\$2,381.96	\$2,501.32	\$2,626.59	\$2,757.77
WW Lab Analyst/Environmental Compliance Inspector I	GBU	345	\$2,215.32	\$2,325.82	\$2,442.23	\$2,564.55	\$2,692.77	\$2,827.50
WW Lab Analyst/Environmental Compliance Inspector II	GBU	365	\$2,447.55	\$2,569.87	\$2,698.68	\$2,833.41	\$2,975.23	\$3,124.14
WWTP Lead Operator	GBU	383	\$2,677.41	\$2,811.55	\$2,952.18	\$3,099.32	\$3,254.73	\$3,417.23
WWTP Mechanic	GBU	375	\$2,572.82	\$2,701.64	\$2,836.37	\$2,978.18	\$3,127.09	\$3,283.68
WWTP Operator I	GBU	322	\$1,975.41	\$2,074.09	\$2,177.50	\$2,286.23	\$2,400.86	\$2,520.82

EXHIBIT A
GENERAL BARGAINING UNIT SALARY SCHEDULE

Job Title	B/U	Range	Bi-Weekly Pay Rate					
			A	B	C	D	E	F
WWTP Operator II	GBU	344	\$2,204.09	\$2,314.59	\$2,430.41	\$2,551.55	\$2,679.18	\$2,813.32
WWTP Operator III	GBU	364	\$2,435.73	\$2,557.46	\$2,685.09	\$2,819.23	\$2,960.46	\$3,108.18
WWTP Operator In Training	GBU	301	\$1,778.64	\$1,867.86	\$1,961.23	\$2,059.32	\$2,162.14	\$2,270.27
Effective 6/13/2026								
Accountant (Junior)	GBU	282	\$1,650.27	\$1,732.84	\$1,819.64	\$1,910.65	\$2,005.88	\$2,106.53
Accounting Technician I	GBU	263	\$1,501.39	\$1,576.13	\$1,655.09	\$1,737.66	\$1,824.46	\$1,916.07
Accounting Technician II	GBU	283	\$1,658.71	\$1,741.28	\$1,828.68	\$1,920.29	\$2,016.12	\$2,116.78
Accounting Technician III	GBU	300	\$1,805.17	\$1,895.58	\$1,990.21	\$2,089.66	\$2,194.53	\$2,304.23
Administrative Assistant	GBU	303	\$1,832.29	\$1,923.91	\$2,020.34	\$2,121.60	\$2,227.68	\$2,338.58
Animal Control Officer	GBU	290	\$1,717.77	\$1,803.36	\$1,893.77	\$1,988.40	\$2,087.85	\$2,192.12
Assistant Planner	GBU	352	\$2,339.79	\$2,456.72	\$2,579.67	\$2,708.66	\$2,844.27	\$2,986.51
Building Permit Technician	GBU	288	\$1,700.30	\$1,785.28	\$1,874.48	\$1,968.51	\$2,066.75	\$2,170.42
Code Enforcement Officer I	GBU	310	\$1,897.39	\$1,992.62	\$2,092.07	\$2,196.94	\$2,306.64	\$2,421.76
Code Enforcement Officer II	GBU	330	\$2,096.89	\$2,201.76	\$2,311.46	\$2,427.18	\$2,548.33	\$2,676.11
Code Enforcement Officer III	GBU	350	\$2,316.88	\$2,432.61	\$2,554.36	\$2,681.54	\$2,815.94	\$2,956.38
Combination Building Inspector	GBU	348	\$2,293.38	\$2,408.50	\$2,528.44	\$2,655.02	\$2,788.22	\$2,927.45
Computer Technician I	GBU	344	\$2,248.17	\$2,360.88	\$2,479.02	\$2,602.58	\$2,732.77	\$2,869.59
Computer Technician II	GBU	375	\$2,624.28	\$2,755.67	\$2,893.09	\$3,037.75	\$3,189.63	\$3,349.36
Construction Inspector I	GBU	322	\$2,014.92	\$2,115.57	\$2,221.05	\$2,331.95	\$2,448.88	\$2,571.24
Construction Inspector II	GBU	342	\$2,225.87	\$2,337.38	\$2,454.31	\$2,576.66	\$2,705.64	\$2,841.26
Deputy City Clerk	GBU	311	\$1,907.03	\$2,002.26	\$2,102.31	\$2,207.79	\$2,318.09	\$2,433.81
Electrician II	GBU	361	\$2,447.07	\$2,569.43	\$2,698.41	\$2,832.82	\$2,974.46	\$3,123.33
Electrician III	GBU	381	\$2,703.84	\$2,839.45	\$2,990.13	\$3,129.96	\$3,286.67	\$3,451.22
Engineering Technician I	GBU	302	\$1,823.25	\$1,914.87	\$2,010.10	\$2,110.75	\$2,216.23	\$2,327.13
Engineering Technician II	GBU	322	\$2,014.92	\$2,115.57	\$2,221.05	\$2,331.95	\$2,448.88	\$2,571.24
Engineering Technician III	GBU	350	\$2,316.88	\$2,432.61	\$2,554.36	\$2,681.54	\$2,815.94	\$2,956.38
Facilities Maintenance Technician	GBU	289	\$1,708.73	\$1,794.32	\$1,884.13	\$1,978.15	\$2,077.00	\$2,181.27
Grants Specialist	GBU	299	\$1,796.13	\$1,885.93	\$1,980.56	\$2,079.41	\$2,183.68	\$2,292.78
Industrial Electrical Technician	GBU	381	\$2,703.84	\$2,839.45	\$2,990.13	\$3,129.96	\$3,286.67	\$3,451.22
Lead Electrician	GBU	401	\$2,987.72	\$3,137.20	\$3,293.91	\$3,458.45	\$3,631.43	\$3,812.85
Maintenance Technician	GBU	308	\$1,878.70	\$1,972.73	\$2,071.58	\$2,175.24	\$2,283.73	\$2,397.65
Mechanic I	GBU	286	\$1,683.42	\$1,767.80	\$1,856.40	\$1,949.22	\$2,046.26	\$2,148.72

EXHIBIT A
GENERAL BARGAINING UNIT SALARY SCHEDULE

Job Title	B/U	Range	Bi-Weekly Pay Rate					
			A	B	C	D	E	F
Mechanic II	GBU	301	\$1,814.21	\$1,905.22	\$2,000.45	\$2,100.51	\$2,205.38	\$2,315.68
Mechanic III	GBU	321	\$2,004.67	\$2,104.72	\$2,210.20	\$2,320.50	\$2,436.83	\$2,558.58
Neighborhood Outreach Assistant	GBU	276	\$1,601.45	\$1,681.61	\$1,765.99	\$1,853.99	\$1,946.81	\$2,044.45
Neighborhood Outreach Coordinator	GBU	306	\$1,860.02	\$1,953.44	\$2,051.08	\$2,153.55	\$2,260.83	\$2,374.14
Office Assistant I	GBU	263	\$1,501.39	\$1,576.13	\$1,655.09	\$1,737.66	\$1,824.46	\$1,916.07
Office Assistant II	GBU	283	\$1,658.71	\$1,741.28	\$1,828.68	\$1,920.29	\$2,016.12	\$2,116.78
Parks Leadworker	GBU	323	\$2,024.56	\$2,125.82	\$2,232.50	\$2,344.01	\$2,460.94	\$2,583.89
Parks Worker I	GBU	263	\$1,501.39	\$1,576.13	\$1,655.09	\$1,737.66	\$1,824.46	\$1,916.07
Parks Worker II	GBU	283	\$1,658.71	\$1,741.28	\$1,828.68	\$1,920.29	\$2,016.12	\$2,116.78
Parks Worker III	GBU	303	\$1,832.29	\$1,923.91	\$2,020.34	\$2,121.60	\$2,227.68	\$2,338.58
Payroll Specialist	GBU	316	\$1,955.25	\$2,052.89	\$2,155.96	\$2,263.24	\$2,376.55	\$2,495.29
Plans Examiner	GBU	360	\$2,435.02	\$2,556.77	\$2,684.55	\$2,818.96	\$2,960.00	\$3,107.66
Public Works Equipment Operator	GBU	303	\$1,832.29	\$1,923.91	\$2,020.34	\$2,121.60	\$2,227.68	\$2,338.58
Public Works Maintenance Lead Worker	GBU	323	\$2,024.56	\$2,125.82	\$2,232.50	\$2,344.01	\$2,460.94	\$2,583.89
Public Works Maintenance Worker I	GBU	263	\$1,501.39	\$1,576.13	\$1,655.09	\$1,737.66	\$1,824.46	\$1,916.07
Public Works Maintenance Worker II	GBU	283	\$1,658.71	\$1,741.28	\$1,828.68	\$1,920.29	\$2,016.12	\$2,116.78
Purchasing Assistant	GBU	280	\$1,633.99	\$1,715.36	\$1,801.55	\$1,891.36	\$1,985.99	\$2,085.44
Recreation/Community Programs Coordinator	GBU	313	\$1,926.32	\$2,022.75	\$2,123.41	\$2,230.09	\$2,341.60	\$2,458.53
Solid Waste/Recycling Assistant	GBU	283	\$1,658.71	\$1,741.28	\$1,828.68	\$1,920.29	\$2,016.12	\$2,116.78
Solid Waste/Recycling Coordinator	GBU	313	\$1,926.32	\$2,022.75	\$2,123.41	\$2,230.09	\$2,341.60	\$2,458.53
Water Conservation Customer Service Representative	GBU	263	\$1,501.39	\$1,576.13	\$1,655.09	\$1,737.66	\$1,824.46	\$1,916.07
Water Conservation Specialist	GBU	283	\$1,658.71	\$1,741.28	\$1,828.68	\$1,920.29	\$2,016.12	\$2,116.78
Water Quality Specialist I	GBU	320	\$1,994.43	\$2,094.48	\$2,199.35	\$2,309.05	\$2,424.77	\$2,545.92
Water Quality Specialist II	GBU	340	\$2,204.17	\$2,313.87	\$2,429.59	\$2,551.35	\$2,679.12	\$2,812.93
Water Quality Specialist In Training	GBU	293	\$1,743.09	\$1,830.48	\$1,922.10	\$2,017.93	\$2,119.19	\$2,225.27
Water System Lead Worker	GBU	365	\$2,496.50	\$2,621.26	\$2,752.66	\$2,890.08	\$3,034.73	\$3,186.62
Water System Technician	GBU	350	\$2,316.88	\$2,432.61	\$2,554.36	\$2,681.54	\$2,815.94	\$2,956.38
Water System Worker I	GBU	293	\$1,743.09	\$1,830.48	\$1,922.10	\$2,017.93	\$2,119.19	\$2,225.27
Water System Worker II	GBU	320	\$1,994.43	\$2,094.48	\$2,199.35	\$2,309.05	\$2,424.77	\$2,545.92
Water System Worker III	GBU	340	\$2,204.17	\$2,313.87	\$2,429.59	\$2,551.35	\$2,679.12	\$2,812.93
WW Lab Analyst/Environmental Compliance Inspector I	GBU	345	\$2,259.63	\$2,372.34	\$2,491.07	\$2,615.84	\$2,746.63	\$2,884.05
WW Lab Analyst/Environmental Compliance Inspector II	GBU	365	\$2,496.50	\$2,621.26	\$2,752.66	\$2,890.08	\$3,034.73	\$3,186.62

EXHIBIT A
GENERAL BARGAINING UNIT SALARY SCHEDULE

Job Title	B/U	Range	Bi-Weekly Pay Rate					
			A	B	C	D	E	F
WWTP Lead Operator	GBU	383	\$2,730.96	\$2,867.78	\$3,011.23	\$3,161.31	\$3,319.82	\$3,485.57
WWTP Mechanic	GBU	375	\$2,624.28	\$2,755.67	\$2,893.09	\$3,037.75	\$3,189.63	\$3,349.36
WWTP Operator I	GBU	322	\$2,014.92	\$2,115.57	\$2,221.05	\$2,331.95	\$2,448.88	\$2,571.24
WWTP Operator II	GBU	344	\$2,248.17	\$2,360.88	\$2,479.02	\$2,602.58	\$2,732.77	\$2,869.59
WWTP Operator III	GBU	364	\$2,484.44	\$2,608.61	\$2,738.79	\$2,875.61	\$3,019.67	\$3,170.35
WWTP Operator In Training	GBU	301	\$1,814.21	\$1,905.22	\$2,000.45	\$2,100.51	\$2,205.38	\$2,315.68

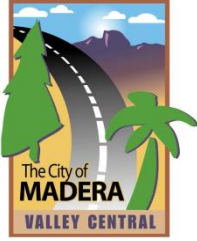
Exhibit B

Annual Safety Boot Allowance of \$250.00

Engineering Technician I/II/III
Code Enforcement Officer I/II/III
Solid Waste/Recycling Assistant
Solid Waste/Recycling Coordinator
Water Conservation Customer Service Representative
Water Conservation Specialist

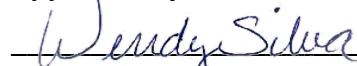
Annual Safety Boot Allowance of \$500.00

Animal Control Officer
Combination Building Inspector
Construction Inspector I/II
Electrician II/III
Lead Electrician
Facilities Maintenance Technician
Industrial Electrical Technician
Maintenance Technician
Mechanic I/II/III
Parks Worker I/II/III
Parks Lead Worker
Public Works Maintenance Lead Worker
Public Works Maintenance Worker I/II
Public Works Equipment Operator
Water Quality Specialist in Training
Water Quality Specialist I/II/III
Water System Lead Worker
Water System Technician
Water System Worker I/II/III
WWTP Lead Operator
WWTP Mechanic
WWTP Operator I/II/III
WWTP Lab Analyst/Environmental Compliance Inspector I/II



REPORT TO CITY COUNCIL

Approved by:


Wendy Silva, Director of Human Resources


Arnoldo Rodriguez, City Manager

Council Meeting of: August 13, 2025

Agenda Number: B-2

SUBJECT:

Adoption of updated City of Madera Full Time Salary Schedules

RECOMMENDATION:

Adopt a resolution approving revised City of Madera Full Time Salary Schedules effective August 9, 2025

SUMMARY:

The City is required by Government Code Sections 36506 and 37206 and the California Code of Regulations, title 2, §570.5 to publicly adopt its pay schedule. While the City publicly adopts individual actions such as agreements with labor units or classification plan amendments, the City also publicly adopts a consolidated schedule for all full time positions that is posted to the City's website. The requested action is to adopt the City of Madera Full Time Salary Schedule effective August 9, 2025, reflecting a 3% Cost-of-Living Adjustment (COLA) for positions in the General Bargaining Unit (GBU) represented by Madera Affiliated City Employees' Association (MACEA).

DISCUSSION:

California Government Code §36506 and §37206 and California Code of Regulations, title 2, §570.5 require the City to publicly adopt its pay schedule. While the schedules are provided in individual Memorandums of Understanding (MOUs) or resolutions, the City typically adopts a consolidated schedule for all full time positions that is published on the City's website and provided to the California Public Employees' Retirement System (CalPERS) to ensure compliance with the above-noted code sections. As such, staff has prepared an update to the consolidated City of Madera Full Time Salary Schedule to include a 3% COLA for positions in the GBU effective the pay period beginning August 9, 2025, consistent with the new GBU MOU negotiated between the City and MACEA. This is the only change on the consolidated schedule since the last iteration.

FINANCIAL IMPACT:

The requested action is to adopt a consolidated public pay schedule; no new pay adjustments or increases are being requested besides those authorized by separate Council action. All negotiated pay increases were included when calculating salary and benefit projections in the adopted operating budget.

ALTERNATIVES:

Council may direct staff to modify the City's full time or part time salary schedules.

ATTACHMENTS:

1. Resolution adopting City of Madera Full Time Salary Scheduled
 - a. Exhibit A: City of Madera Full Time Salary Schedule effective 8/9/2025

Resolution No. _____

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MADERA ADOPTING
THE CITY OF MADERA FULL TIME SALARY SCHEDULE EFFECTIVE AUGUST 9,
2025**

WHEREAS, the City of Madera (City) has negotiated and adopted A Memorandum of Understanding with the Madera Affiliated City Employees' Association representing the General Bargaining Unit that includes a 3% cost-of-living adjustment effective August 9, 2025; and

WHEREAS, the City has prepared consolidated Full Time Salary Schedules that capture these changes to comply with California Government Code §36506 and §37206 and California Code of Regulations, title 2, §570.5, to be published on its website.

NOW, THEREFORE, THE COUNCIL OF THE CITY OF MADERA hereby resolves, finds, and orders as follows:

1. The above recitals are true and correct.
2. Effective August 9, 2025, the City of Madera Full Time Salary Schedule attached as Exhibit A and incorporated herein is approved.
3. This resolution is effective immediately upon adoption.

* * * * *

Exhibit A

City of Madera Full Time Salary Schedule effective August 9, 2025

City of Madera Full Time Salary Schedule
Effective 8/9/2025

Job Title	B/U	Range	Bi-Weekly Pay Rate					
			A	B	C	D	E	F
City Clerk	EXE	419	\$2,931.18	\$3,078.23	\$3,231.76	\$3,393.40	\$3,563.15	\$3,741.55
City Manager	EXE	587	\$6,640.58	\$6,972.76	\$7,321.38	\$7,687.47	\$8,071.58	\$8,475.29
Accountant (Junior)	GBU	282	\$1,617.91	\$1,698.86	\$1,783.96	\$1,873.18	\$1,966.55	\$2,065.23
Accounting Technician I	GBU	263	\$1,471.96	\$1,545.23	\$1,622.64	\$1,703.59	\$1,788.68	\$1,878.50
Accounting Technician II	GBU	283	\$1,626.18	\$1,707.14	\$1,792.82	\$1,882.64	\$1,976.59	\$2,075.27
Accounting Technician III	GBU	300	\$1,769.77	\$1,858.41	\$1,951.18	\$2,048.68	\$2,151.50	\$2,259.05
Administrative Assistant	GBU	303	\$1,796.36	\$1,886.18	\$1,980.73	\$2,080.00	\$2,184.00	\$2,292.73
Animal Control Officer	GBU	290	\$1,684.09	\$1,768.00	\$1,856.64	\$1,949.41	\$2,046.91	\$2,149.14
Assistant Planner	GBU	352	\$2,293.91	\$2,408.55	\$2,529.09	\$2,655.55	\$2,788.50	\$2,927.96
Building Permit Technician	GBU	288	\$1,666.96	\$1,750.27	\$1,837.73	\$1,929.91	\$2,026.23	\$2,127.86
Code Enforcement Officer I	GBU	310	\$1,860.18	\$1,953.55	\$2,051.05	\$2,153.87	\$2,261.41	\$2,374.27
Code Enforcement Officer II	GBU	330	\$2,055.78	\$2,158.59	\$2,266.14	\$2,379.59	\$2,498.37	\$2,623.64
Code Enforcement Officer III	GBU	350	\$2,271.46	\$2,384.91	\$2,504.27	\$2,628.96	\$2,760.73	\$2,898.41
Combination Building Inspector	GBU	348	\$2,248.41	\$2,361.27	\$2,478.87	\$2,602.96	\$2,733.55	\$2,870.05
Computer Technician I	GBU	344	\$2,204.09	\$2,314.59	\$2,430.41	\$2,551.55	\$2,679.18	\$2,813.32
Computer Technician II	GBU	375	\$2,572.82	\$2,701.64	\$2,836.37	\$2,978.18	\$3,127.09	\$3,283.68
Construction Inspector I	GBU	322	\$1,975.41	\$2,074.09	\$2,177.50	\$2,286.23	\$2,400.86	\$2,520.82
Construction Inspector II	GBU	342	\$2,182.23	\$2,291.55	\$2,406.18	\$2,526.14	\$2,652.59	\$2,785.55
Deputy City Clerk	GBU	311	\$1,869.64	\$1,963.00	\$2,061.09	\$2,164.50	\$2,272.64	\$2,386.09
Electrician II	GBU	361	\$2,399.09	\$2,519.05	\$2,645.50	\$2,777.27	\$2,916.14	\$3,062.09
Electrician III	GBU	381	\$2,650.82	\$2,783.78	\$2,931.50	\$3,068.59	\$3,222.23	\$3,383.55
Engineering Technician I	GBU	302	\$1,787.50	\$1,877.32	\$1,970.68	\$2,069.37	\$2,172.77	\$2,281.50
Engineering Technician II	GBU	322	\$1,975.41	\$2,074.09	\$2,177.50	\$2,286.23	\$2,400.86	\$2,520.82
Engineering Technician III	GBU	350	\$2,271.46	\$2,384.91	\$2,504.27	\$2,628.96	\$2,760.73	\$2,898.41
Facilities Maintenance Technician	GBU	289	\$1,675.23	\$1,759.14	\$1,847.18	\$1,939.36	\$2,036.27	\$2,138.50
Grants Specialist	GBU	299	\$1,760.91	\$1,848.96	\$1,941.73	\$2,038.64	\$2,140.87	\$2,247.82
Industrial Electrical Technician	GBU	381	\$2,650.82	\$2,783.78	\$2,931.50	\$3,068.59	\$3,222.23	\$3,383.55
Lead Electrician	GBU	401	\$2,929.14	\$3,075.68	\$3,229.32	\$3,390.64	\$3,560.23	\$3,738.09
Maintenance Technician	GBU	308	\$1,841.87	\$1,934.05	\$2,030.96	\$2,132.59	\$2,238.96	\$2,350.64
Mechanic I	GBU	286	\$1,650.41	\$1,733.14	\$1,820.00	\$1,911.00	\$2,006.14	\$2,106.59
Mechanic II	GBU	301	\$1,778.64	\$1,867.86	\$1,961.23	\$2,059.32	\$2,162.14	\$2,270.27

City of Madera Full Time Salary Schedule
Effective 8/9/2025

Job Title	B/U	Range	Bi-Weekly Pay Rate					
			A	B	C	D	E	F
Mechanic III	GBU	321	\$1,965.36	\$2,063.46	\$2,166.86	\$2,275.00	\$2,389.05	\$2,508.41
Neighborhood Outreach Assistant	GBU	276	\$1,570.05	\$1,648.64	\$1,731.36	\$1,817.64	\$1,908.64	\$2,004.36
Neighborhood Outreach Coordinator	GBU	306	\$1,823.55	\$1,915.14	\$2,010.86	\$2,111.32	\$2,216.50	\$2,327.59
Office Assistant I	GBU	263	\$1,471.96	\$1,545.23	\$1,622.64	\$1,703.59	\$1,788.68	\$1,878.50
Office Assistant II	GBU	283	\$1,626.18	\$1,707.14	\$1,792.82	\$1,882.64	\$1,976.59	\$2,075.27
Parks Leadworker	GBU	323	\$1,984.87	\$2,084.14	\$2,188.73	\$2,298.05	\$2,412.68	\$2,533.23
Parks Worker I	GBU	263	\$1,471.96	\$1,545.23	\$1,622.64	\$1,703.59	\$1,788.68	\$1,878.50
Parks Worker II	GBU	283	\$1,626.18	\$1,707.14	\$1,792.82	\$1,882.64	\$1,976.59	\$2,075.27
Parks Worker III	GBU	303	\$1,796.36	\$1,886.18	\$1,980.73	\$2,080.00	\$2,184.00	\$2,292.73
Payroll Specialist	GBU	316	\$1,916.91	\$2,012.64	\$2,113.68	\$2,218.86	\$2,329.96	\$2,446.36
Plans Examiner	GBU	360	\$2,387.27	\$2,506.64	\$2,631.91	\$2,763.68	\$2,901.96	\$3,046.73
Public Works Equipment Operator	GBU	303	\$1,796.36	\$1,886.18	\$1,980.73	\$2,080.00	\$2,184.00	\$2,292.73
Public Works Maintenance Lead Worker	GBU	323	\$1,984.87	\$2,084.14	\$2,188.73	\$2,298.05	\$2,412.68	\$2,533.23
Public Works Maintenance Worker I	GBU	263	\$1,471.96	\$1,545.23	\$1,622.64	\$1,703.59	\$1,788.68	\$1,878.50
Public Works Maintenance Worker II	GBU	283	\$1,626.18	\$1,707.14	\$1,792.82	\$1,882.64	\$1,976.59	\$2,075.27
Purchasing Assistant	GBU	280	\$1,601.96	\$1,681.73	\$1,766.23	\$1,854.27	\$1,947.05	\$2,044.55
Recreation/Community Programs Coordinator	GBU	313	\$1,888.55	\$1,983.09	\$2,081.77	\$2,186.36	\$2,295.68	\$2,410.32
Solid Waste/Recycling Assistant	GBU	283	\$1,626.18	\$1,707.14	\$1,792.82	\$1,882.64	\$1,976.59	\$2,075.27
Solid Waste/Recycling Coordinator	GBU	313	\$1,888.55	\$1,983.09	\$2,081.77	\$2,186.36	\$2,295.68	\$2,410.32
Water Conservation Customer Service Representative	GBU	263	\$1,471.96	\$1,545.23	\$1,622.64	\$1,703.59	\$1,788.68	\$1,878.50
Water Conservation Specialist	GBU	283	\$1,626.18	\$1,707.14	\$1,792.82	\$1,882.64	\$1,976.59	\$2,075.27
Water Quality Specialist I	GBU	320	\$1,955.32	\$2,053.41	\$2,156.23	\$2,263.77	\$2,377.23	\$2,496.00
Water Quality Specialist II	GBU	340	\$2,160.96	\$2,268.50	\$2,381.96	\$2,501.32	\$2,626.59	\$2,757.77
Water Quality Specialist In Training	GBU	293	\$1,708.91	\$1,794.59	\$1,884.41	\$1,978.36	\$2,077.64	\$2,181.64
Water System Lead Worker	GBU	365	\$2,447.55	\$2,569.87	\$2,698.68	\$2,833.41	\$2,975.23	\$3,124.14
Water System Technician	GBU	350	\$2,271.46	\$2,384.91	\$2,504.27	\$2,628.96	\$2,760.73	\$2,898.41
Water System Worker I	GBU	293	\$1,708.91	\$1,794.59	\$1,884.41	\$1,978.36	\$2,077.64	\$2,181.64
Water System Worker II	GBU	320	\$1,955.32	\$2,053.41	\$2,156.23	\$2,263.77	\$2,377.23	\$2,496.00
Water System Worker III	GBU	340	\$2,160.96	\$2,268.50	\$2,381.96	\$2,501.32	\$2,626.59	\$2,757.77
WW Lab Analyst/Environmental Compliance Inspector I	GBU	345	\$2,215.32	\$2,325.82	\$2,442.23	\$2,564.55	\$2,692.77	\$2,827.50
WW Lab Analyst/Environmental Compliance Inspector II	GBU	365	\$2,447.55	\$2,569.87	\$2,698.68	\$2,833.41	\$2,975.23	\$3,124.14

City of Madera Full Time Salary Schedule
Effective 8/9/2025

Job Title	B/U	Range	Bi-Weekly Pay Rate					
			A	B	C	D	E	F
WWTP Lead Operator	GBU	383	\$2,677.41	\$2,811.55	\$2,952.18	\$3,099.32	\$3,254.73	\$3,417.23
WWTP Mechanic	GBU	375	\$2,572.82	\$2,701.64	\$2,836.37	\$2,978.18	\$3,127.09	\$3,283.68
WWTP Operator I	GBU	322	\$1,975.41	\$2,074.09	\$2,177.50	\$2,286.23	\$2,400.86	\$2,520.82
WWTP Operator II	GBU	344	\$2,204.09	\$2,314.59	\$2,430.41	\$2,551.55	\$2,679.18	\$2,813.32
WWTP Operator III	GBU	364	\$2,435.73	\$2,557.46	\$2,685.09	\$2,819.23	\$2,960.46	\$3,108.18
WWTP Operator In Training	GBU	301	\$1,778.64	\$1,867.86	\$1,961.23	\$2,059.32	\$2,162.14	\$2,270.27
Executive Secretary to the Chief of Police	LEMM	330	\$2,055.78	\$2,158.59	\$2,266.14	\$2,379.59	\$2,498.37	\$2,623.64
Police Auxiliary Services Supervisor	LEMM	350	\$2,271.46	\$2,384.91	\$2,504.27	\$2,628.96	\$2,760.73	\$2,898.41
Police Commander	LEMM	504	\$4,895.68	\$5,140.91	\$5,397.96	\$5,667.41	\$5,951.05	\$6,248.28
Police Lieutenant	LEMM	487	\$4,498.00	\$4,722.55	\$4,958.91	\$5,207.09	\$5,467.09	\$5,740.69
Police Office Supervisor	LEMM	350	\$2,271.46	\$2,384.91	\$2,504.27	\$2,628.96	\$2,760.73	\$2,898.41
Chief Building Official	M	464	\$3,931.87	\$4,128.26	\$4,334.49	\$4,551.74	\$4,778.84	\$5,018.10
City Engineer	M	525	\$5,329.77	\$5,596.26	\$5,876.07	\$6,169.79	\$6,478.57	\$6,802.41
Communications Manager	M	456	\$3,777.77	\$3,966.62	\$4,165.33	\$4,373.31	\$4,592.29	\$4,821.71
Director of Community Development	M	535	\$5,602.63	\$5,882.45	\$6,176.74	\$6,485.52	\$6,809.94	\$7,150.58
Director of Financial Services	M	525	\$5,329.77	\$5,596.26	\$5,876.07	\$6,169.79	\$6,478.57	\$6,802.41
Director of Human Resources	M	513	\$5,020.41	\$5,271.26	\$5,534.85	\$5,811.77	\$6,102.01	\$6,407.31
Director of Information Technology	M	500	\$4,705.26	\$4,940.47	\$5,187.26	\$5,446.79	\$5,719.08	\$6,005.26
Director of Parks & Community Services	M	509	\$4,921.35	\$5,166.98	\$5,425.36	\$5,696.48	\$5,981.51	\$6,280.44
Planning Manager	M	500	\$4,705.26	\$4,940.47	\$5,187.26	\$5,446.79	\$5,719.08	\$6,005.26
Police Chief	M	554	\$6,159.36	\$6,467.56	\$6,790.82	\$7,130.31	\$7,486.59	\$7,860.83
Public Works Operations Director	M	508	\$4,896.44	\$5,141.49	\$5,398.71	\$5,668.68	\$5,951.96	\$6,249.16
Accountant I	MM	322	\$1,975.41	\$2,074.09	\$2,177.50	\$2,286.23	\$2,400.86	\$2,520.82
Accountant II	MM	362	\$2,411.50	\$2,532.05	\$2,658.50	\$2,791.46	\$2,930.91	\$3,077.46
Administrative Analyst I	MM	358	\$2,363.64	\$2,481.82	\$2,605.91	\$2,736.50	\$2,873.00	\$3,016.59
Administrative Analyst II	MM	386	\$2,718.18	\$2,854.09	\$2,996.50	\$3,146.59	\$3,303.77	\$3,468.64
Assistant Engineer	MM	392	\$2,800.32	\$2,940.37	\$3,087.50	\$3,241.73	\$3,404.23	\$3,574.41
Associate Civil Engineer	MM	445	\$3,647.68	\$3,830.28	\$4,021.73	\$4,222.64	\$4,434.18	\$4,655.78
Associate Planner	MM	368	\$2,484.77	\$2,608.86	\$2,739.46	\$2,875.96	\$3,020.14	\$3,170.82
Code Enforcement Supervisor	MM	380	\$2,637.82	\$2,769.59	\$2,907.87	\$3,053.82	\$3,206.28	\$3,366.41
Communications Specialist	MM	358	\$2,363.64	\$2,481.82	\$2,605.91	\$2,736.50	\$2,873.00	\$3,016.59

City of Madera Full Time Salary Schedule
Effective 8/9/2025

Job Title	B/U	Range	Bi-Weekly Pay Rate					
			A	B	C	D	E	F
Construction Inspection Supervisor	MM	400	\$2,914.37	\$3,060.32	\$3,213.37	\$3,374.09	\$3,542.50	\$3,719.77
Deputy City Engineer	MM	495	\$4,681.19	\$4,915.18	\$5,161.00	\$5,418.64	\$5,689.87	\$5,974.09
Electrical and Facilities Operations Manager	MM	421	\$3,236.41	\$3,398.32	\$3,567.91	\$3,746.37	\$3,933.68	\$4,130.46
Engineering Project Manager	MM	419	\$3,203.91	\$3,364.64	\$3,532.46	\$3,709.14	\$3,894.68	\$4,089.68
Executive Secretary	MM	330	\$2,055.78	\$2,158.59	\$2,266.14	\$2,379.59	\$2,498.37	\$2,623.64
Executive Secretary to City Administrator	MM	330	\$2,055.78	\$2,158.59	\$2,266.14	\$2,379.59	\$2,498.37	\$2,623.64
Financial Services Manager	MM	446	\$3,666.00	\$3,849.18	\$4,041.82	\$4,243.91	\$4,456.05	\$4,678.82
Fleet Operations Manager	MM	404	\$2,973.46	\$3,121.78	\$3,277.77	\$3,442.05	\$3,614.00	\$3,794.82
Grant Administrator	MM	446	\$3,666.00	\$3,849.18	\$4,041.82	\$4,243.91	\$4,456.05	\$4,678.82
Grant Analyst	MM	358	\$2,363.64	\$2,481.82	\$2,605.91	\$2,736.50	\$2,873.00	\$3,016.59
Human Resources Technician	MM	290	\$1,684.09	\$1,768.00	\$1,856.64	\$1,949.41	\$2,046.91	\$2,149.14
Human Resources Technician II	MM	310	\$1,860.18	\$1,953.55	\$2,051.05	\$2,153.87	\$2,261.41	\$2,374.27
Network Administrator	MM	389	\$2,758.96	\$2,896.64	\$3,041.41	\$3,193.87	\$3,353.41	\$3,521.23
Park Project Manager	MM	426	\$3,317.96	\$3,484.00	\$3,658.32	\$3,840.91	\$4,032.96	\$4,234.46
Parks Manager	MM	385	\$2,704.59	\$2,839.32	\$2,981.73	\$3,130.64	\$3,287.23	\$3,451.50
Parks Supervisor	MM	350	\$2,271.46	\$2,384.91	\$2,504.27	\$2,628.96	\$2,760.73	\$2,898.41
Procurement Services Manager	MM	358	\$2,363.64	\$2,481.82	\$2,605.91	\$2,736.50	\$2,873.00	\$3,016.59
Program Manager-Grants	MM	366	\$2,459.96	\$2,582.87	\$2,712.27	\$2,847.59	\$2,990.00	\$3,139.50
Recreation/Community Programs Manager	MM	390	\$2,772.55	\$2,911.41	\$3,056.77	\$3,209.82	\$3,369.96	\$3,538.96
Recreation/Community Programs Supervisor	MM	353	\$2,305.73	\$2,420.96	\$2,541.50	\$2,668.55	\$2,802.09	\$2,942.14
Redevelopment Agency Secretary	MM	342	\$2,182.23	\$2,291.55	\$2,406.18	\$2,526.14	\$2,652.59	\$2,785.55
Redevelopment Manager	MM	427	\$3,334.50	\$3,501.14	\$3,676.64	\$3,860.41	\$4,053.05	\$4,255.73
Safety Officer	MM	358	\$2,363.64	\$2,481.82	\$2,605.91	\$2,736.50	\$2,873.00	\$3,016.59
Senior Civil Engineer	MM	475	\$4,236.82	\$4,448.37	\$4,670.55	\$4,904.55	\$5,149.78	\$5,406.82
Senior Planner	MM	429	\$3,368.18	\$3,536.59	\$3,713.28	\$3,898.82	\$4,093.82	\$4,298.28
Solid Waste Manager	MM	353	\$2,305.73	\$2,420.96	\$2,541.50	\$2,668.55	\$2,802.09	\$2,942.14
Streets & Storm Drainage Ops. Manager	MM	385	\$2,704.59	\$2,839.32	\$2,981.73	\$3,130.64	\$3,287.23	\$3,451.50
Streets & Storm Drainage Supervisor	MM	350	\$2,271.46	\$2,384.91	\$2,504.27	\$2,628.96	\$2,760.73	\$2,898.41
Tyler Munis Implementation Project Manager	MM	408	\$3,033.14	\$3,185.00	\$3,343.96	\$3,511.18	\$3,686.68	\$3,871.05
Utility Billing Supervisor	MM	334	\$2,097.14	\$2,201.73	\$2,312.23	\$2,427.46	\$2,549.18	\$2,676.23
Waste Water Treatment Plant Manager	MM	459	\$3,911.82	\$4,107.41	\$4,312.46	\$4,528.14	\$4,754.46	\$4,992.59

City of Madera Full Time Salary Schedule
Effective 8/9/2025

Job Title	B/U	Range	Bi-Weekly Pay Rate					
			A	B	C	D	E	F
Wastewater Collection System Supervisor	MM	346	\$2,226.55	\$2,337.64	\$2,454.64	\$2,577.55	\$2,706.36	\$2,841.68
Water & Sewer Operations Manager	MM	423	\$3,268.91	\$3,432.00	\$3,603.96	\$3,784.18	\$3,973.28	\$4,171.82
Water Meter & Conservation Supervisor	MM	340	\$2,160.96	\$2,268.50	\$2,381.96	\$2,501.32	\$2,626.59	\$2,757.77
Water System Supervisor	MM	385	\$2,704.59	\$2,839.32	\$2,981.73	\$3,130.64	\$3,287.23	\$3,451.50
Crime Analysis Technician	MPOA	306	\$1,823.55	\$1,915.14	\$2,010.86	\$2,111.32	\$2,216.50	\$2,327.59
Police Corporal	MPOA	383	\$2,677.41	\$2,811.55	\$2,952.18	\$3,099.32	\$3,254.73	\$3,417.23
Police Officer I	MPOA	363	\$2,423.32	\$2,544.46	\$2,671.50	\$2,805.05	\$2,945.68	\$3,092.82
Police Officer II	MPOA	373	\$2,547.41	\$2,674.46	\$2,808.59	\$2,948.64	\$3,096.37	\$3,251.18
Police Officer Trainee	MPOA	333	\$2,086.50	\$2,191.09	\$2,300.41	\$2,415.64	\$2,536.18	\$2,663.23
Police Sergeant	MPOA	426	\$3,317.96	\$3,484.00	\$3,658.32	\$3,840.91	\$4,032.96	\$4,234.46
Property & Evidence Officer	MPOA	296	\$1,734.91	\$1,821.77	\$1,912.77	\$2,008.50	\$2,108.96	\$2,214.14
Public Safety Dispatcher	MPOA	294	\$1,717.77	\$1,803.46	\$1,893.86	\$1,988.41	\$2,087.68	\$2,192.27
Records Clerk	MPOA	270	\$1,523.96	\$1,600.18	\$1,679.95	\$1,764.46	\$1,852.50	\$1,945.27