AGENDA
City of Monroe

LEGAL & REGULAR SESSION – SEPTEMBER 8, 2026, 6:00PM
CITY COUNCIL CHAMBERS CITY HALL

I: ROLL CALL AND DECLARE QUORUM:

II: INVOCATION & PLEDGE OF ALLEGIANCE – Rev. Dr. AB Davis-Johnson
Senior Pastor-Rose of Sharon Baptist Church

III: COMMUNICATIONS & SPECIAL ANNOUNCEMENTS:

1. Mayor Ellis
2. Mr. Harvey
3. Mrs. Ezernack
4. Ms. Woods
5. Mr. McFarland
6. Mr. Muhammad

IV: APPROVE MINUTES OF THE LEGAL AND REGULAR SESSION OF AUGUST 25, 2026:
(PUBLIC COMMENTS)

V: PRESENTATIONS:

1. Grow NELA – Update – Rob Cleveland, President

2. Police Department – Chief Zordan

VI: PUBLIC HEARINGS:
NONE.

PROPOSED CONDEMNATIONS:
(Public Comment)
None.

VII: ACCEPTANCE OR REJECTION OF BIDS:
(Public Comment)
None.

VIII: RESOLUTIONS AND MINUTE ENTRIES:

1. Council:
Public Comment:
None.

2. Department of Administration:
Public Comment:

(a) Consider an Application by Shaterica Whitfield, 215 Powell Ave., Monroe LA 71201 for a New 2026 Class A Alcoholic Beverage Permit. The Monroe Police Department has no disqualifying records and Sales Tax has been approved. (Distance Report Cleared, Cert. of Occupy Cleared)

(b) Consider an Application by 2K Family Operating 103 LLC dba Circle K, 4200 Sterlington Rd., Monroe LA 71203 for a New 2026 Class A Alcoholic Beverage Permit. The Monroe Police Department has no disqualifying records and Sales Tax has been approved. (Distance Report Cleared, Cert. of Occupy Cleared)

(c) Adopt a Resolution authorizing the City of Monroe, State of Louisiana to incur debt and to issue, sell and deliver not to exceed One Hundred Ten Million Dollars ($110,000,000) Aggregate Principal Amount of Sales Tax Revenue Bonds, in one or more series; making application to the Louisiana State Bond Commission; employing bond counsel and other professionals; and otherwise providing with respect thereto.

(d) Adopt a Resolution authorizing an agreement with the Travelers Indemnity Company of Connecticut for insurance for the Monroe Transit System.

3. Department of Planning & Urban Development:
   Public Comment:
   None.

4. Legal Department:
   Public Comment:
   None.

5. Mayor's office:

   Public comment:

(a) Adopt a Resolution authorizing a Cooperative Endeavor Agreement with the State of Louisiana, Department of the Treasury, for the receipt and expenditure of a $77,000 line-item appropriation for the acquisition of a lawn mower for the Public Works Department, and further providing with respect thereto.

(b) Adopt a Resolution authorizing a Cooperative Endeavor Agreement with the State of Louisiana, Department of the Treasury, for the receipt and administration of a $50,000 line-item appropriation for United Way of Northeast Louisiana, Inc.; authorizing any necessary cooperative endeavor agreements or subagreements with United Way of Northeast Louisiana, Inc., for the provision and administration of such funds; and further providing with respect thereto.

(c) Adopt a Resolution authorizing a Cooperative Endeavor Agreement with the State of Louisiana, Department of the Treasury, for the receipt and administration of a $100,000 line-item appropriation for a roof at the Strauss Youth Academy for the Arts; authorizing any necessary cooperative endeavor agreements or subagreements for the provision and administration of such funds; and further providing with respect thereto.

(d) Adopt a Resolution authorizing a Cooperative Endeavor Agreement with the State of Louisiana, Department of the Treasury, for the receipt and administration of a $1,500,000 line-item appropriation for the Northeast Louisiana Children's Museum, Inc., for renovations, construction, and furnishing; authorizing any necessary cooperative endeavor agreements or subagreements with the Northeast Louisiana Children's Museum, Inc., for the provision and administration of such funds; and further providing with respect thereto.

6. Department of Public Works:
   Public Comment:
   None.

7. Department of Community Affairs:
   Public Comment:
   None.

8. Police Department:
   Public Comment:
   None.

9. Fire Department:

   Public Comment:

(a) Adopt a Resolution authorizing a Cooperative Endeavor Agreement with the State of Louisiana, Department of Public Safety and Corrections, and Office of State Fire Marshal, for funding of Louisiana Urban Search and Rescue Task Force 4 Operations.

10. Engineering Services:
Public Comment:
None.

BREAK IF NEEDED:

IX: INTRODUCTION OF RESOLUTIONS & ORDINANCES:
Public Comment:

(a) Introduce an Ordinance approving a Collective Bargaining Agreement by and between the city of Monroe and the Amalgamated Transit Union Local No. 1160, AFL-CIO.

(b) Introduce an Ordinance authorizing the City of Monroe to take corporeal possession of and sell to Sandco Group, LLC, all rights, title, and interest in and to Lot 23, Square 55, Unit 10, BTW Addition, 4011 Barlow Street, Monroe, Louisiana, adjudicated to the City of Monroe for nonpayment of Ad Valorem Taxes, pursuant to La. R.S. 47:2238.1 et seq., and further providing with respect thereto.

(c) Introduce an Ordinance authorizing the City of Monroe to take corporeal possession of and sell to Sandco Group, LLC, all rights, title, and interest in and to Lots 14 and 15, Square 34, Unit 6, BTW Addition, 3912 White Street, Monroe, Louisiana, adjudicated to the City of Monroe for nonpayment of Ad Valorem Taxes, pursuant to La. R.S. 47:2238.1 et seq., and further providing with respect thereto.

(d) Introduce an Ordinance authorizing the City of Monroe to take corporeal possession of and sell to Sandco Group, LLC, all rights, title, and interest in and to Lot 13, Square 34, Unit 6, BTW Addition, 3908 White Street, Monroe, Louisiana, adjudicated to the City of Monroe for nonpayment of Ad Valorem Taxes, pursuant to La. R.S. 47:2238.1 et seq., and further providing with respect thereto.

(e) Introduce an Ordinance amending the City of Monroe Operating Budget for Fiscal Year 2026–2027 to appropriate additional funds for transit personnel costs and vehicle insurance premiums, and further providing with respect thereto.

X: RESOLUTIONS AND ORDINANCES FOR SECOND READING AND FINAL ADOPTION AND SUBJECT TO PUBLIC HEARING:

(a) Finally adopt an Ordinance approving the annexation of ±0.38 acres; extending and enlarging the boundaries of the City of Monroe, Louisiana; providing for recordation of the revised boundary; establishing an effective date; and otherwise providing for related matters.

(b) Finally adopt an Ordinance amending Section 9-24 (Permit Fees) of the City of Monroe Code to provide relative to permits for the placement and transportation of mobile homes, manufactured homes, buildings, and other structures; to require applicable state licensure; to require a transport moving permit for the movement of certain structures over public streets, alleys, and rights-of-way; and further providing with respect thereto.

(c) Finally adopt an Ordinance amending Section 32.5-42 (Definitions) of the City of Monroe Code to define wireline telecommunications facilities; adding section 32.5-51 to provide regulations governing wireline telecommunications facilities; and further providing with respect thereto.

(d) Finally adopt an Ordinance approving a Collective Bargaining Agreement by and between the City of Monroe and the International Union of Operating Engineers, AFL-CIO, Local 407.

XI: CITIZENS PARTICIPATION:
XII: ADJOURN.

PLEASE SILENCE YOUR CELL PHONE

City Hall, Monroe, Louisiana
August 25, 2026
6:00PM

There was a legal and regular session of the City Council of the City of Monroe, Louisiana held on this date at the Council's regular meeting place, the Council Chamber, City Hall Building, Monroe, Louisiana.

Chairman Muhammad called the meeting to order, he then asked the clerk to call roll.

There present: Ms. Woods, Mrs. Ezernack, Mr. McFarland, Mr. Harvey, and Mr. Muhammad

Chairman Muhammad announced a quorum was present, and the Invocation and the Pledge of Allegiance led by Mrs. Ezernack or her designee Rev. Lenard Montgomery of New Faith MBC.

III. Communications & Special Announcements:
Mrs. Ezernack - welcomed those attending and listening from home. She expressed appreciation to Reverend Montgomery for attending and delivering an insightful message.

Ms. Woods – Vice Chairman – welcomed everyone and was glad to be back after missing the previous meeting. She thanked Reverend Montgomery for his message, noting that people sometimes become focused on themselves and need reminders to work together and do what is right. She also praised Mr. Jones for assisting with a recent Civic Center event and being available when needed.

Mr. McFarland – announced plans to hold a District 4 community meeting on Thursday, September 17, at approximately 6:00 p.m. The meeting would address upcoming hot-topic issues and community concerns. He stated the location had not yet been finalized, but it would likely be held at the recreation center or at a local church.

Mr. Muhammad – Chairman – thanked everyone for attending and recognized Council Staff for their hard work.

Upon motion of Mr. McFarland, seconded by Mr. Harvey, the minutes of the Legal and Regular Session of August 11, 2026, were approved. (Ms. Woods abstained) (No comments from the public)

The Chairman moved back to Communications he forgot to mention the following:

A successful senior citizen self-defense class recently held at Benoit. He thanked the Police Chief and everyone who helped organize the event, which was attended by approximately 30 seniors. He said participants learned several self-defense techniques and stated the City planned to continue offering similar safety programs for seniors. He also reminded residents to report missing or damaged stop signs, street signs, and streetlights using the contact number provided on the flyer.

VIII: Resolutions and Minute Entries:

Department of Administration:
(a) Upon motion of Mr. McFarland, seconded by Mr. Harvey and unanimously approved to Consider an Application by Courtyard By Marriott dba NELA Hotel Ventures LLC, 4915 Pecanland Mall Dr., Monroe LA 71203 for a New 2025 Class A Alcoholic Beverage Permit. The Monroe Police Department has no disqualifying records and Sales Tax has been approved. (Distance Report Cleared, cert. of Occupy Cleared) (No comments from the public)

(b) Upon motion of Mr. McFarland, seconded by Mr. Harvey and unanimously approved to Consider an Application by Courtyard By Marriott dba NELA Hotel Ventures LLC, 4915 Pecanland Mall Dr., Monroe LA 71203 for a Renewal 2026 Class A Alcoholic Beverage Permit. The Monroe Police Department has no disqualifying records and Sales Tax has been approved. (Distance Report Cleared, Cert. of Occupy Cleared) (No comments from the public)

(c) Upon motion of Mr. McFarland, seconded by Ms. Woods and unanimously approved Resolution No. 9179 approving the Louisiana compliance Questionnaire for the FY 2025-2026 audit. (No comments from the public)

(d) Upon motion of Mr. McFarland, seconded by Mr. Harvey and unanimously approved to Consider request from the Purchasing Division for authorization for an authorized City representative to advertise for bids for the Texas Ave. @ S. 8th St. Improvements Project. The estimate for the Texas Ave. @ S. 8th St. Improvements Project is $263,370.00.

Ms. Woods requested an explanation of the proposed improvement project.

Mr. Morgan McCallister, Engineering COO, explained the project is designed to improve vehicle safety at the intersection. Most accidents occur there because the turn is very tight, there is little room to maneuver, and there is no shoulder. The proposed improvements would widen the turning area and create a safer roadway environment.

(e) Upon motion of Mr. McFarland, seconded by Mr. Harvey and unanimously approved to Consider request from the Purchasing Division from authorization for an authorized City representative to advertise for bid for the Pine Street Flood Control Structure Improvements Project. The estimate for the Pine Street Flood Control Structure Improvements Project is $750,000.00.

Ms. Woods requested an explanation of the proposed work here as well.

Mr. McCallister explained the project is in District 4 near the Ouachita River and the Louisville area. The Pine Street stormwater pump station includes river levee sluice gates that are currently inoperable, although staff can manually close one of them. He stated this condition creates a safety concern. The City had previously submitted a grant request through LWI, but the process has been slow, so officials are proposing to move forward with the project using Capital Infrastructure Tax funding without waiting for the grant. When the river reaches approximately 30 feet, the gates are closed and the pump station moves stormwater over the floodwall into the river.

Mayor's Office:
(a) Upon motion of Mr. McFarland, seconded by Mrs. Ezernack and unanimously approved Resolution No. 9180 authorizing a Cooperative Endeavor Agreement with Red White and Blue Airshow Inc. and further providing with respect thereto. (No comments from the public)

Police Department:
(a) Upon motion of Mr. McFarland, seconded by Mr. Harvey and unanimously approved Resolution No. 9181 accepting $51,100.00 in funding from the United States Department of Justice for the 2024 Project Safe Neighborhood Program and further providing with respect thereto. (No comments from the public)

Engineering Services:
(a) Upon motion of Ms. Woods, seconded by Mr. McFarland and approved to pass over an item authorizing the City of Monroe to enter into a Master Professional Service Agreement with Lazenby & Associates, Inc. for engineering, surveying, and related professional services, and further providing with respect thereto. (Mrs. Ezernack voted nay)

Mrs. Ezernack asked why the Master Professional Service Agreement was being passed over again, noting that this was the third meeting since the item was originally expected to be addressed within two meetings.

Ms. Woods explained she requested additional time because she had begun reviewing the master service agreements more closely and had identified several provisions in both agreements that she wanted clarified before taking action.

Mr. Harvey asked how much additional time Ms. Woods believed was necessary to complete her review.

Mrs. Woods said she wanted approximately 60 days and wished to have further discussion with someone knowledgeable about the agreements before voting.

Mr. Harvey expressed surprise that the matter was still unresolved after already being discussed for several weeks and referenced the possibility of extending the review to approximately six weeks.

Mrs. Ezernack asked whether someone could explain to the full Council the specific concerns Ms. Woods had raised regarding the agreements.

Mr. Brandon Creekbaum, City Attorney, stated he had not participated in any meetings concerning the substance or terms of the contracts.

Mr. McCallister explained questions about the agreements had been presented during a meeting attended by Mr. Tony Little. He said he reviewed the concerns carefully and did not believe the Council had historically negotiated the terms of master or professional service agreements. He stated he did not intend to renegotiate the contracts and believed the agreements were fair, even though the contracts were not identical. McCallister explained that the Lazenby agreement is a basic on-call master service agreement used when the City needs engineering assistance for matters that are not necessarily capital improvement projects. He stated state law requires professional service providers to be selected based on qualifications rather than price and that the City considers experience, qualifications, and reasonableness when selecting engineering firms.

Mr. McFarland asked what Lazenby & Associates' primary function is for the City.

Mr. McCallister stated Lazenby's work is primarily related to streets, although master service agreements can cover other general engineering needs such as water, sewer, and related infrastructure.

Mr. McFarland asked Mr. McCallister what he meant by Lazenby's street-related responsibilities.

Mr. McCallister explained Lazenby recently worked on the Texas Avenue and South 8th Street project and has also handled projects involving roadways, drainage, paving, and the Civic Center parking lot. He stated the master service agreement allows the City to issue task orders directly for these types of street and drainage-related engineering services. He also stated the master service agreements expired in June 2026. He said the City was currently completing projects that had already been contracted, but no new work was being initiated under the expired agreements.

Mr. McFarland stated even if the Charter could be interpreted that way, the Council had previously approved the agreements, so Council review was still important. He suggested that Ms. Woods and Mr. McCallister meet promptly and return with a resolution within about 10 days so the item could be placed on the next agenda.

Ms. Woods stated she was simply asking to extend the existing arrangements long enough for her and Mr. McCallister to discuss the agreements.

Mr. Harvey asked whether Ms. Woods still wanted to pass over the Lazenby & Associates agreement.

Chairman Muhammad stated a motion was already on the floor.

Mr. McFarland raised a point of order and stated that the Council had not yet moved to the second agreement. He explained parliamentary procedure required the Council to finish the pending agenda item before discussing another item and that a valid motion and second were already before the Council.

Chairman Muhammad acknowledged the point of order and confirmed that the pending motion was to pass over this item.

(b) Upon motion of Ms. Woods, seconded by Mr. McFarland and approved to pass over an item authorizing the City of Monroe to enter into a Master Professional Service Agreement with S. E. Huey Co. for engineering, surveying, and related professional services, and further providing with respect thereto. (Mrs. Ezernack voted nay)

Mr. Tony Little, 1315 Forsythe Ave., stressed concern over which the S.E. Huey contract had been handled. He argued although the Council may not negotiate professional service contracts, it still has oversight responsibilities and should understand significant contract provisions before voting. He raised concerns about rate increases, recurring contract provisions, Council approval thresholds, and provisions he believed reduced Council oversight. He stated the contract contained numerous issues that could be corrected and argued that major increases or expenditures should return to the Council because the Council ultimately appropriates public funds and must be able to forecast the budget.

Mr. Creekbaum read Article 6 of the contract in response to the concerns raised.

Chairman Muhammad stated Mr. Little's concerns were noted but said the issues should be discussed further with Ms. Woods in a separate meeting. He encouraged the parties to revisit the matter, document the concerns, and then bring the matter back before the Council.

Mr. Harvey stated for the record the contract rates are contained in Exhibit A.

Mr. McCallister cited Louisiana Revised Statute 38:231.1.

<u>IX: Introduction of Resolutions & Ordinances:</u>
(a) Upon motion of Mr. McFarland, seconded by Mr. Harvey and unanimously approved to introduce an Ordinance approving the annexation of ±0.38 acres; extending and enlarging the boundaries of the City of Monroe, Louisiana; providing for recordation of the revised boundary: establishing an effective date; and otherwise providing for related matters. (No comments from the public)

(b) Upon motion of Mr. Harvey, seconded by Ms. Woods and unanimously approved to introduce an Ordinance amending Section 9-24 (Permit Fees) of the City of Monroe Code to provide relative to permits for the placement and transportation of mobile homes, manufactured homes, buildings, and other structures; to require applicable state licensure; to require a transport moving permit for the movement of certain structures over public streets, alleys, and rights-of-way; and further providing with respect thereto.

Shannon Futch, Planning and Zoning Director, explained the City already has a $100 transport permit fee but had not consistently collected it. Recent cases involving mobile homes moved into the City without permits prompted staff to begin enforcing the fee. The ordinance would also allow the City to require proof of a state transport license and contractor licensing for new construction, remodels, additions, and similar work. He added language referring to the Office of the Building Inspector would be updated so permits are obtained through the Permits and Inspections Department.

Ms. Woods asked whether Sections K and L of the proposed ordinance created additional fees.

Mr. Futch explained those sections primarily authorize the City to request a transporter's license and require a transport moving permit before a mobile home or house is moved into the City.

Mr. McFarland asked why the ordinance was being revisited if the requirements were already part of existing law.

Mr. Futch explained the amendment mainly updates outdated language referring to the Office of the Building Inspector because the City's chief building official is now outsourced. The revised language would direct applicants to the Permits and Inspections Department instead.

Chairman Muhammad suggested the mobile home moving fee should be incorporated into the overall permitting process so it is not overlooked and asked whether these violations had become common enough to justify bringing the ordinance before the Council.

Mr. Futch said when an applicant obtains the permit, the transport fee can be included as part of that process.

Mrs. Ezernack asked how mobile homes are legally placed on residential lots within the City, and that in the past, some mobile home placements required additional review or approval before permits were issued.

Mr. Futch stated the first thing they do when somebody calls in and say they want to move a mobile home in is find out what the address is and then determine where its zoned, to see if its allowed in that district/zone. And that's how it's determine which type of manufactured home they can put in there.

Mrs. Ezernack asked whether the recent cases involved people bypassing the normal zoning or Board of Adjustment process and placing mobile homes without first confirming that they were allowed.

Mr. Creekbaum stated some individuals are moving the mobile homes without regard to whether the zoning allows them. He explained mobile homes are allowed in some parts of the City but restricted in others. He said one of the most common Board of Adjustment requests historically involved residents seeking permission to place an older manufactured home when the applicable rules limited the age of the unit.

Mr. McFarland asked whether the main change was simply enforcing the transport fee.

Mr. Futch stated the transport fee is already part of the City Code staff discovered that while reviewing the ordinance.

Mr. McFarland asked Mr. Futch to email each Council member the details of the three recent cases that led him to bring the item forward.

Mr. Futch stated the three cases were different from one another and stated the transport fee was not new; it already existed in the ordinance.

Chairman Muhammad asked whether the City had ever operated an Office of the Building Inspector, and Mr. Futch said yes.

Mr. McCallister explained the three recent unpermitted mobile-home cases revealed a need for clearer procedures. He said the proposed ordinance would add protections by requiring licensed contractors and transporters moving mobile homes into the City to provide proof of their credentials, and it would place more responsibility on those transporting and placing the units and give the City an additional way to verify compliance before a mobile home is installed.

(c) Upon motion of Mr. McFarland, seconded by Mr. Harvey and unanimously approved to introduce an Ordinance amending Section 32.5-42 (Definitions) of the City of Monroe Code to define wireline telecommunications facilities; adding section 32.5-51 to provide regulations governing wireline telecommunications facilities; and further providing with respect thereto. (No comments from the public)

(d) Upon motion of Mr. McFarland, seconded by Mr. Harvey and unanimously approved to introduce an Ordinance approving a Collective Bargaining Agreement by and between the City of Monroe and the International Union of Operating Engineers, AFL-CIO, Local 407. (No comments from the public)

(e) Upon motion of Mr. McFarland, seconded by Mr. Harvey and unanimously approved to remove the Ordinance approving a Collective Bargaining Agreement by and between the City of Monroe and the Amalgamated Transit Union Local No. 1160, AFL-CIO.

Ms. Woods wanted to know why they were removing this item.

Mr. Creekbaum explained that comments had been received identifying typographical and other issues in the documents. He said officials also spoke with the International Vice President about additional items that needed to be cleaned up, so the item was being removed and would be revised for a future meeting.

XI: <u>Citizens Participation:</u>
Lester Paster 100 South Pointe Dr Apt. 301, apologized for his conduct at the previous Council meeting but again raised his long-standing legal complaint.

Robert Johnson, 2608 Coolidge St., President of Local 2388 Union, said disagreement among Council members is expected but urged the Council to function cooperatively. He expressed concern that employee and union issues were not receiving adequate attention and said he had requested meetings with Council members about the union contract and employee concerns. He expressed frustration that the union contract had remained unresolved.

Troy Greer, 210 Grayling Ln., raised a safety concern about a tree next to a disabled resident's home at 4507 South Grand. He stated that large limbs were overhanging nearby property and the roadway, creating a risk of injury or damage. He said the issue had already caused damage to the neighboring home and asked the City to take further action beyond trimming the tree. Troy Greer stated that the tree is located on an adjudicated, overgrown lot.

Mr. McFarland agreed that the situation presented a serious problem and said someone could be injured if the tree is not removed. He asked what relief the City could provide because the property is adjudicated.

Mr. Creekbaum explained adjudicated property is not automatically owned by the City. He stated the City generally does not obtain ownership until it follows a legal process to take corporeal possession.

Mr. McFarland questioned whether adjudicated property should still be treated as private property and asked how the former owner could regain the property. He asked whether cleanup or nuisance-abatement costs could be attached to the property's tax obligations.

Mr. Creekbaum explained the former owner can reclaim adjudicated property by paying the delinquent taxes until the City formally takes corporeal possession. He further explained the City must follow the environmental court process to address a nuisance and recover costs. He stated if the tree is declared a nuisance, the City must provide proper notice and follow the required legal steps before abating the problem and attaching related costs.

Melody Reed, 1905 Howard Dr., she and her grandchildren experienced ongoing stalking and harassment around her Howard Drive home. She said she had repeatedly tried to contact the Mayor's Office but had not received a return call.

Mrs. Ezernack asked Ms. Reed to provide her contact information after the meeting so she could follow up.

There being no further business to come before the council, Chairman Muhammad adjourned the meeting at 7:34PM.

<u>Verbon Muhammad Sr.</u>
Chairman

<u>Carolus S. Riley</u>
Council Clerk

<u>Erica L. Moore</u>
Staff Secretary

For extended details on the council meeting, please call the Council Clerk Monday-Friday at 318-329-2252 to schedule an appointment to listen to the minute recording.

CITY OF MONROE

TAXATION & REVENUE
CITY OF MONROE, LOUISIANA
MAYOR- COUNCIL GOVERNMENT

MEMO

To: Carolus Riley
City Council

From: Charlotte Morrison
Director of Taxation & Revenue

Re: New Alcohol Licenses (For September 8, 2026, Council Meeting)

Date: August 31, 2026

CLASS A – $500 RESTAURANTS (LIQUOR)
CLASS B – $500 CONVIENCE STORES (LIQUOR)
CLASS C – $75 (BEER ONLY)
CLASS D – $60 (BEER – OFF PREMISES)
CLASS E – $500 PRIVATE CLUBS
CLASS G – $500 WHOLESALE (LIQUOR ONLY)
CLASS H – $100 WHOLESALE (BEER ONLY)

NEW ALCOHOL LICENSES

CLASS A (NEW) (1)

1. *The Experience*
   215 Powell Avenue
   Monroe, La 71201

Owner: Shaterica Whitfield

CLASS B (NEW) (1)

1. *Circle K*
   4200 Sterlington Road
   Monroe, La 71203

Owner: 2K Family Operating 103 LLC
(Change of Ownership)

CO – CLEARED
SALES TAX CLEARED
DISTANCE REPORT CLEARED

The following Resolution was offered by ___________ who moved for its adoption and was seconded by ______________________________:

RESOLUTION NO. __________ OF 2026

A RESOLUTION AUTHORIZING THE CITY OF MONROE, STATE OF LOUISIANA TO INCUR DEBT AND TO ISSUE, SELL AND DELIVER NOT TO EXCEED ONE HUNDRED TEN MILLION DOLLARS ($110,000,000)AGGREGATE PRINCIPAL AMOUNT OF SALES TAX REVENUE BONDS, IN ONE OR MORE SERIES; MAKING APPLICATION TO THE LOUISIANA STATE BOND COMMISSION; EMPLOYING BOND COUNSEL AND OTHER PROFESSIONALS; AND OTHERWISE PROVIDING WITH RESPECT THERETO.

WHEREAS, the City of Monroe, State of Louisiana (the "**Issuer**") is a political subdivision of the State of Louisiana (the "**State**") created and existing pursuant to the Constitution and laws of the State; and

WHEREAS, the Issuer has levied its one percent (1%) sales and use tax (the "**Tax**") upon the sale at retail, the use, the lease or rental, the consumption or storage for use or consumption of tangible personal property and on sales of services in the Issuer, approved by a majority of the qualified electors voting at an election held on December 7, 2024 (the "**Election**") as follows:

CITY OF MONROE,
STATE OF LOUISIANA

(1% SALES TAX EXTENSION)

Shall the City of Monroe, State of Louisiana (the "City") be authorized to extend the levy and collection of an existing sales tax of one percent (1%) (the "Sales Tax"), previously authorized at an election held on May 5, 2001 for a period of twenty-five (25) years commencing January 1, 2026 (an estimated $18,813,045 reasonably expected to be collected from the levy of the Sales Tax for an entire year), upon the sale at retail, the use, the lease or rental, the consumption, and storage for use or consumption, of tangible personal property and on sales of services in the City, with the proceeds of the Sales Tax, collected previously and in the future, to be rededicated for the purposes of acquiring, extending, improving, implementing, supporting, operating and maintaining (i) sewers and sewerage disposal works, (ii) waterworks improvements and facilities, (iii) streets and bridges, (iv) drains and drainage facilities (v) police stations, (vi) fire stations, trucks and apparatus and (vii) public buildings and facilities (including all necessary land, equipment and furnishings for any of said public works)?

WHEREAS, pursuant to the provisions of Section 523 of Title 39 of the Louisiana Revised Statutes of 1950, as amended (the "**Act**") and other constitutional and statutory authority and subject to the approval of the Louisiana State Bond Commission (the "**State Bond Commission**"), the City Council, acting as the governing authority (the "**Governing Authority**") of the Issuer, desires to proceed with the issuance of not exceeding One Hundred Ten Million Dollars ($110,000,000) Sales Tax Revenue Bonds, in one or more series (the "**Bonds**"), for purposes, including but not limited to: (i) constructing, improving, supporting, and maintaining public streets and bridges within the City of Monroe (the "**City**"), including related drains, drainage facilities and utilities; (ii) acquiring, extending, improving, implementing, supporting, operating and maintaining sewers and sewerage disposal works and waterworks improvements and facilities within the City; (iii) any other capital project authorized by the voters in the Election approving the Tax; (iv) funding a debt service reserve fund or purchasing a debt service reserve policy, if necessary; and (v) paying the costs of issuance of the Bonds, including purchasing a bond insurance policy, if necessary (collectively, the "**Project**"); and

WHEREAS, the Issuer previously issued its: (i) Sales Tax Revenue Bonds, Series 2009, in the original principal amount of $14,000,000 (the "**Series 2009 Bonds**"); (ii) Sales Tax Refunding Bonds, Series 2011A, in the original principal amount of $14,690,000 (the "**Series 2011A Bonds**"); (iii) Taxable Sales Tax Revenue Bonds, Series 2013, in the original principal amount of $11,700,000 (the "**Series 2013 Bonds**"); (iv) Sales Tax Revenue and Refunding Bonds, Series 2017, in the original principal amount of $18,435,000 (the "**Series 2017 Bonds**"); and (v) Sales Tax Revenue Refunding Bonds, Series 2021, in the original principal amount of $11,910,000 (the "**Series 2021 Bonds**, and together with the Series 2009 Bonds, the Series 2011A Bonds, the Series 2013 Bonds, the Series 2017 Bonds and the Series 2021 Bonds, the "**Outstanding Parity Bonds**").

Additionally, the Issuer has issued its Sales Tax Refunding Bonds, Series 2012A, in the original principal amount of $32,000,000 (the "**Subordinate Bonds**"), on a subordinate basis to the Outstanding Parity Bonds; and

WHEREAS, the Bonds, Outstanding Parity Bonds, and the Subordinate Bonds, will be special and limited revenue obligations of the Issuer secured by and payable from a pledge and assignment of the Tax, subject to the payment of the reasonable and necessary costs and expenses of collecting and administering the Tax ("**Net Revenues of the Tax**"); and

WHEREAS, this Governing Authority now desires to make formal application to the Louisiana State Bond Commission ("**State Bond Commission**") for approval of the Bonds, and to employ bond counsel in connection therewith.

NOW, THEREFORE, BE IT RESOLVED by the Issuer, that:

SECTION 1. **Preliminary Approval**. Pursuant to this resolution (the "**Resolution**") preliminary approval is given to the issuance of the Bonds, in the name of the Issuer, pursuant to the Act, and other constitutional and statutory authority, for the purposes of the Project. The Bonds shall bear interest at a rate or rates not to exceed six percent (6.00%) per annum and shall mature no later than December 31, 2050. The Bonds will be issued only as fully registered bonds, shall be sold to the purchaser thereof at a price of not less than par, plus accrued interest, if any, and shall have such additional terms and provisions as may be determined by the Issuer.

SECTION 2. **Security for the Bonds**. The Bonds shall be limited obligations of the Issuer payable solely from and secured solely by the Net Revenues of the Tax and shall be issued on a parity with the Outstanding Parity Bonds. The Bonds will not constitute a debt, liability or pledge of the Parish of Ouachita (the "**Parish**"), or the State, or any political subdivision thereof (other than the Issuer), and neither the Parish, the State nor any political subdivision thereof (other than the Issuer) shall be obligated to pay the Bonds, the interest thereon or any other costs incidental thereto. The Bonds shall contain a statement on their face substantially to this effect.

SECTION 3. **State Bond Commission Application**. Application is hereby formally made by the Issuer to the State Bond Commission for consent and authority to issue, sell and deliver the Bonds.

SECTION 4. **State Bond Commission Swap Policy**. By virtue of applicants/issuer's application for, acceptance and utilization of the benefits of the Louisiana State Bond Commission's approval(s) resolved and set forth herein, it resolves that it understands and agrees that such approval(s) are expressly conditioned upon, and it further resolves that it understands, agrees and binds itself, its successors and assigns to, full and continuing compliance with the "State Bond Commission Policy on Approval of Proposed Use of Swaps, or other forms of Derivative Products Hedges, Etc." adopted by the Commission on July 20, 2006, as to the borrowing(s) and other matter(s) subject to the approval(s), including subsequent application and approval under said Policy of the implementation or use of any swap(s) or other product(s) or enhancement(s) covered thereby.

SECTION 5. **Authorization.** The Mayor, Chairman, Clerk, and/or any such other officer (each an "**Authorized Officer**") of the Issuer, either individually and/or collectively, are hereby authorized, empowered and directed, for and on behalf of the Issuer, to take any and all further action and to execute any and all documents, instruments, writings and certificates as may be necessary to carry out the purposes of this Resolution and to file, on behalf of the Issuer, with any governmental governing authority or entity having jurisdiction over the Bonds, such applications or requests for approval thereof as may be required by law, on the advice of Bond Counsel (as defined herein).

SECTION 6. **Ordinances**. Each series of Bonds shall be issued pursuant to an ordinance or ordinances to be adopted by this Governing Authority prior to any delivery thereof. Such ordinance(s) shall set forth the terms and conditions of each series, which may include, but not be limited to, principal amounts, credit enhancement and/or any other terms and conditions as the Issuer deems necessary upon advice of Bond Counsel.

SECTION 7. Bond Counsel. It is recognized, found and determined that a real necessity exists for the employment of Bond Counsel in connection with the issuance of the Bonds; accordingly, Boles Shafto, LLC is hereby employed as "Bond Counsel" to perform comprehensive, legal and coordinate professional work with respect to the issuance and sale of the Bonds, including preparation of, and making application to the State Bond Commission with respect thereto. Bond Counsel shall (i) prepare and submit to the Issuer for adoption all of the proceedings incidental to the authorization, issuance, sale and delivery of the Bonds; (ii) counsel and advise the Issuer with respect to the issuance and sale of the Bonds; and (iii) furnish their opinion covering the legality of the issuance thereof. The fee to be paid Bond Counsel shall be an amount equal to the Attorney General's then current Bond Counsel Fee Schedule and other guidelines for comprehensive, legal and coordinate professional work in the issuance of revenue bonds applied to the actual aggregate principal amount issued, sold, delivered and paid for at the time the Bonds are delivered, together with reimbursement of out-of-pocket expenses incurred and advanced in connection with the issuance of the Bonds, said fee to be payable out of Bonds proceeds or other funds provided by the Issuer subject to the Attorney General's written approval of said employment and fee.

SECTION 8. Municipal Advisor. Government Consultants, Inc., Baton Rouge, Louisiana, is hereby appointed and employed as municipal advisor (the "**Municipal Advisor**") in connection with the Bonds, any compensation to be subsequently approved by the Issuer and to be paid from the proceeds of the Bonds, contingent upon issuance of the Bonds.

SECTION 9. Underwriter or Placement Agent. Crews & Associates, Inc., D.A. Davidson & Co., and Stifel, Nicolaus & Company, Inc., are hereby appointed as co-underwriters or co-placement agents (together and in either case, the "**Underwriters**") in connection with the Bonds. Any compensation to the Underwriters is to be subsequently approved by the Issuer and to be paid from the proceeds of the Bonds and contingent upon the issuance of the Bonds; provided that no compensation shall be due to said Underwriters unless the Bonds are sold and delivered, and all costs must be reasonable and approved by the State Bond Commission.

SECTION 10. Professionals to Proceed. The Issuer hereby authorizes and directs that Bond Counsel, the Municipal Advisor, and any other professionals employed pursuant to this Resolution, to proceed with obtaining all approvals necessary to accomplish the Project, and Bond Counsel is further authorized and directed to prepare necessary documents appertaining thereto and to present said documents for further action by the Issuer in connection with the issuance of the Bonds.

SECTION 11. Bond Purchase Agreement / Commitment Letter / Disclosure Document. The Mayor or any other Authorized Officer of the Issuer is authorized to execute and deliver to the purchaser of the Bonds, as the case may be, a bond purchase agreement, commitment letter, term sheet, or such other document evidencing the intent to purchase the Bonds within the parameters set forth in this Resolution if deemed necessary upon advice of Bond Counsel. The distribution of a Preliminary Official Statement and a Final Official Statement by the Underwriters, or similar documents prepared in connection with the marketing and sale of the Bonds is hereby approved, such documents to be in such forms as may be approved by Bond Counsel to the Issuer.

SECTION 12. Declaration of Official Intent under Reg. 1.150-2. Prior to the issuance of the Bonds, the Issuer anticipates that it may pay a portion of the costs of constructing and acquiring improvements for the Project, including appurtenant equipment, accessories and properties, both personal and real, and costs related thereto, from other available funds. Upon issuance of the Bonds, the Issuer reasonably expects to reimburse said expenditures from the proceeds of the Bonds. Any such allocation of the proceeds of the Bonds for reimbursement will be with respect to capital expenditures [as defined in Treasury Regulation 1.150-1(h)] and will be made upon the delivery of the Bonds and not later than one year after the date of (i) the date such expenditure was made or (ii) the date the improvements were placed in service. This Resolution is intended to be a declaration of intent to reimburse in accordance with the provisions of Treasury Regulation 1.150-2.

SECTION 13. **Electronic Signatures.** The Issuer consents and agrees to the execution of documents by electronic signature in accordance with the Louisiana Uniform Electronic Transactions Act (La. R.S. 9:2601, et. seq.) and electronically executed documents are deemed binding and legal on all parties to the extent allowed by the provisions of that act.

SECTION 14. **Severability.** If any provision or item of this Resolution or the application thereof is held invalid, such invalidity shall not affect other provisions, items or applications of this Resolution which can be given effect without the invalid provisions, items or applications, and to this end, the provisions of this Resolution are hereby declared to be severable.

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SECTION 15. **<u>Effective Date</u>.** This Resolution shall become effective immediately upon adoption hereof.

The foregoing resolution having been submitted to a vote, the vote resulted as follows:

YEAS:

NAYS:

ABSTAIN:

ABSENT:

There being a favorable vote on the Resolution of at least a majority of the authorized members of the Governing Authority, the Resolution was declared adopted, on this, the__________ day of _________, 2026.

Carolus S. Riley, Clerk	**Verbon R. Muhammad, Sr., Chairman**

STATE OF LOUISIANA

PARISH OF OUACHITA

I, the undersigned Clerk of the Governing Authority of the Issuer, do hereby certify that the foregoing pages constitute a true and correct copy of:

A RESOLUTION AUTHORIZING THE CITY OF MONROE, STATE OF LOUISIANA TO INCUR DEBT AND TO ISSUE, SELL AND DELIVER NOT TO EXCEED ONE HUNDRED TEN MILLION DOLLARS ($110,000,000)AGGREGATE PRINCIPAL AMOUNT OF SALES TAX REVENUE BONDS, IN ONE OR MORE SERIES; MAKING APPLICATION TO THE LOUISIANA STATE BOND COMMISSION; EMPLOYING BOND COUNSEL AND OTHER PROFESSIONALS; AND OTHERWISE PROVIDING WITH RESPECT THERETO.

IN FAITH WHEREOF, witness my official signature on this, the _________ day of ____________, 2026.

____
Carolus S. Riley, Clerk

RESOLUTION

STATE OF LOUISIANA **NO.____________**
CITY OF MONROE

The following Resolution was offered by ________________________, who moved for its adoption, and was seconded by ________________________:

A RESOLUTION AUTHORIZING AN AGREEMENT WITH THE TRAVELERS INDEMNITY COMPANY OF CONNECTICUT FOR INSURANCE FOR THE MONROE TRANSIT SYSTEM.

WHEREAS, the City of Monroe enters into insurance agreements for certain municipal operations, including the Monroe Transit System;

WHEREAS, The Travelers Insurance Company of Connecticut currently insures the Monroe Transit System, and the current insurance policy expires on September 30, 2026; and

WHEREAS, the City of Monroe desires to renew its insurance agreement with The Travelers Insurance Company of Connecticut for insurance for the Monroe Transit System.

NOW, THEREFORE BE IT RESOLVED by the City Council of the City of Monroe, Louisiana, in legal and regular session convened, that Mayor Friday Ellis, or his designee, is hereby authorized to enter into an agreement with The Travelers Insurance Company of Connecticut for insurance for the City of Monroe d/b/a Monroe Transit System, effective October 1, 2026.

This Resolution was submitted in writing and was then submitted to a vote as a whole, the vote thereon being as follows:

AYES:

NAYS:

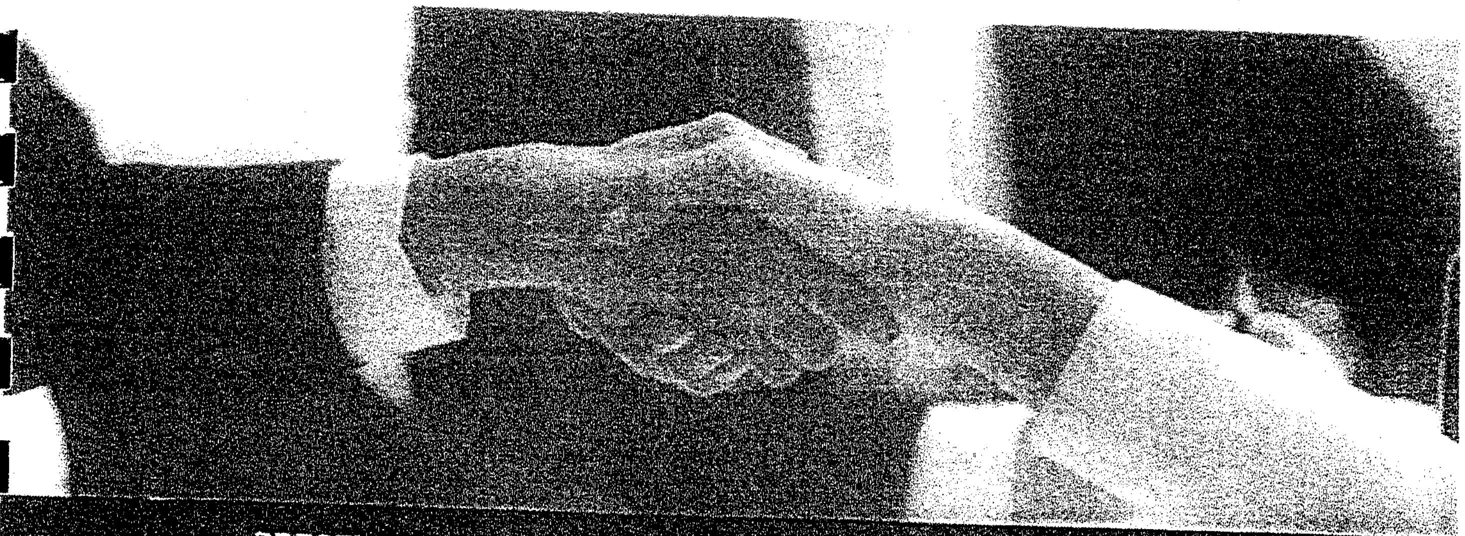
ABSENT:

And the Resolution was declared **ADOPTED** on September 8, 2026.

____
CHAIRPERSON

____
CITY CLERK

TRAVELERS



PRESENTED BY

FORTH INSURANCE, LLC
PO BOX 2110
MONROE, LA 71207

PROPOSED ON 08/28/2026 FOR

MONROE TRANSIT SYSTEM
700 WASHINGTON ST
MONROE, LA 71201

On behalf of **FORTH INSURANCE, LLC** and **The Travelers Companies, Inc. and its affiliates**, we appreciate the opportunity to provide **MONROE TRANSIT SYSTEM** with the following policy proposal.

https://www.travelers.com/risk-control

https://www.travelers.com/claims

Travelers Risk Control- Our Expertise is Your Advantage

Travelers Risk Control is an innovative provider of cost-effective risk management services and products. As one of the largest Risk Control departments in the industry, our scale allows the right resources at the right time to meet customer needs. For over 110 years, our loss prevention professionals have assisted agents, brokers and customers across the country and around the world.

Claim Services

Travelers has over 11,000 highly trained Claim professionals located across the U.S. Our local field representatives are supported by teams of dedicated customer service, catastrophe response, legal, medical, investigative, engineering, and large loss experts. Claims can be complex and expensive. We'll help you manage claims to control your total risk-related costs.

Premium Summary

Line of Business	2025-26 Expiring Premium	2026-27 Renewal Premium
Business Auto	$563,981.00	$662,271.00
General Liability	$18,364.00	$18,735.00
Commercial Umbrella ($4M)	$129,073.00	$158,682.00
TOTAL	$711,418.00	$839,688.00

COMMENTS:

Overall rate increase is 18.1% This is changed for several reasons:

1.) In 2025-26 we had 29 units and at renewal we have 31 units. There were no deletions-so exposure was part of the increase.
2.) The claims on automobiles have been more severe, with more payout over the last 3 years. See below for a detail of the automobile losses.
3.) Because of the auto claims Travelers did apply an increase. The umbrella is directly impacted by the automobile underlying premium which caused it to increase also.

Large or Open Losses:

01/04/2023 – Open - $1,103,000 - Auto – Improper Lane usage. Insured bus left lane on a curve causing road accident. There are injuries involved with this.

01/04/2023 – Open - $51,644 - Umbrella – Companion to Auto Loss listed above

01/16/2025 – Open - $256,786 – Auto – IV pulled out in front of other vehicle on highway.

02/14/2024 – Closed - $56,247 – Auto – IV was driving and struck CV.

05/11/2024 – Open - $25,000 – Suit filed alleging client suffered from exhaust fumes from vehicle.

07/20/2026 – Open - $14,790 – IV didn't clear intersection and struck another vehicle.

Your Policies

Commercial Package Program

Policy Number	H-660-7S777137-TCT-26
Effective	10/01/2026 – 10/01/2027
Insuring Company	THE TRAVELERS INDEMNITY COMPANY OF CONNECTICUT

Automobile

Policy Number	BA-7S749648-26-PUB
Effective	10/01/2026 – 10/01/2027
Insuring Company	THE TRAVELERS INDEMNITY COMPANY OF CONNECTICUT

Umbrella

Policy Number	ZUP-21P57973
Effective	10/01/2026 – 10/01/2027
Insuring Company	TRAVELERS PROPERTY CASUALTY COMPANY OF AMERICA

Marketing Status: Monroe Transit System
Effective: 10/01/2026-27

LOB	Company / Broker	Status	Quoted Premium
General Liability/Auto/Umbrella	Allied Public Risk	Declined – Auto Heavy	
General Liability/Auto/Umbrella	Liberty Mutual	Declined – Public Entity Segment not available	
General Liability/Auto/Umbrella	Amwins	Currently not writing Public Entity Business	
General Liability/Auto/Umbrella	Hartford	Not a Market	
General Liability/Auto/Umbrella	EMC	Declined – Not within Appetite	
Auto	Progressive	Not a Market for Public Transportation	
General Liability/Auto/Umbrella	BITCO	Does not fit Appetite	
General Liability/Auto/Umbrella	Amtrust	Declined due to Ineligible Operations	
General Liability/Auto/Umbrella	UFG	Not a Market for Risk	
General Liability/Auto/Umbrella	American Public Risk	Would not be able to compete if Travelers is offering renewal	
General Liability/Auto/Umbrella	CNA	Declined – Operations out of appetite	
General Liability/Auto/Umbrella	*CRC	Currently reviewing to see if they can compete with Travelers; Unsure of SIR/Deductible	
General Liability/Auto/Umbrella	Glatfelter PE	Not a fit due to operations	
General Liability/Auto/Umbrella	Munich Re	Not a Market – Cannot compete with the $25K Retention	
General Liability/Auto/Umbrella	*RPS	Currently reviewing to see if they can compete with Travelers; Liability Only; Unsure of SIR/Deductible	
General Liability/Auto/Umbrella	Zurich	Not a market for bus stations/terminals operations	

* Brokers w/non-admitted companies – submissions are from 90 to 60 days from effective date in lieu of 120 days. Awaiting replies.

RESOLUTION

STATE OF LOUISIANA **NO.____________**
CITY OF MONROE

The following Resolution was offered by ________________________, who moved for its adoption, and was seconded by ________________________:

A RESOLUTION AUTHORIZING A COOPERATIVE ENDEAVOR AGREEMENT WITH THE STATE OF LOUISIANA, DEPARTMENT OF THE TREASURY, FOR THE RECEIPT AND EXPENDITURE OF A $77,000 LINE-ITEM APPROPRIATION FOR THE ACQUISITION OF A LAWN MOWER FOR THE PUBLIC WORKS DEPARTMENT, AND FURTHER PROVIDING WITH RESPECT THERETO.

WHEREAS, Act 961 of the 2026 Regular Session of the Louisiana Legislature appropriated Seventy-Seven Thousand and No/100 Dollars ($77,000.00) from the State General Fund (Direct) to the City of Monroe for the acquisition of a lawn mower for the Public Works Department;

WHEREAS, the appropriation is available for eligible expenditures incurred during the period beginning July 1, 2026, and ending June 30, 2027;

WHEREAS, the Louisiana Department of the Treasury requires the City of Monroe to enter into a Cooperative Endeavor Agreement with the State of Louisiana as a condition of receiving the appropriated funds;

WHEREAS, the Cooperative Endeavor Agreement will establish the terms and conditions governing the City's receipt, expenditure, administration, reporting, and accounting of the appropriated funds; and

WHEREAS, the City Council finds that acceptance and expenditure of the appropriation for the acquisition of equipment for the Public Works Department serves a public purpose and benefits the citizens of the City of Monroe.

NOW, THEREFORE, BE IT RESOLVED, by the City Council of the City of Monroe, Louisiana, that the Mayor is hereby authorized to enter into and execute a Cooperative Endeavor Agreement with the State of Louisiana, Department of the Treasury, for the receipt and expenditure of Seventy-Seven Thousand and No/100 Dollars ($77,000.00) appropriated to the City of Monroe pursuant to Act 961 of the 2026 Regular Session of the Louisiana Legislature for the acquisition of a lawn mower for the Public Works Department.

BE IT FURTHER RESOLVED, that the Mayor, or his designee, is hereby authorized to execute any and all certifications, forms, amendments, and other documents and to take any and all actions necessary or appropriate to accept, receive, administer, and expend the appropriated funds in accordance with the Cooperative Endeavor Agreement and applicable law.

This Resolution was submitted in writing and was then submitted to a vote as a whole, the vote thereon being as follows:

AYES:

NAYS:

ABSENT:

And the Resolution was declared **ADOPTED** on September 8, 2026.

____
CHAIRPERSON

____
CITY CLERK

RESOLUTION

STATE OF LOUISIANA **NO.**____________
CITY OF MONROE

The following Resolution was offered by ___________________________, who moved for its adoption, and was seconded by _________________________:

A RESOLUTION AUTHORIZING A COOPERATIVE ENDEAVOR AGREEMENT WITH THE STATE OF LOUISIANA, DEPARTMENT OF THE TREASURY, FOR THE RECEIPT AND ADMINISTRATION OF A $50,000 LINE-ITEM APPROPRIATION FOR UNITED WAY OF NORTHEAST LOUISIANA, INC.; AUTHORIZING ANY NECESSARY COOPERATIVE ENDEAVOR AGREEMENTS OR SUBAGREEMENTS WITH UNITED WAY OF NORTHEAST LOUISIANA, INC., FOR THE PROVISION AND ADMINISTRATION OF SUCH FUNDS; AND FURTHER PROVIDING WITH RESPECT THERETO.

WHEREAS, Act 961 of the 2026 Regular Session of the Louisiana Legislature appropriated Fifty Thousand and No/100 Dollars ($50,000.00) from the State General Fund (Direct) to the City of Monroe for United Way of Northeast Louisiana, Inc.;

WHEREAS, the appropriation is available for eligible expenditures incurred during the period beginning July 1, 2026, and ending June 30, 2027;

WHEREAS, the Louisiana Department of the Treasury requires the City of Monroe to enter into a Cooperative Endeavor Agreement with the State of Louisiana as a condition of receiving the appropriated funds;

WHEREAS, the Cooperative Endeavor Agreement will establish the terms and conditions governing the City's receipt, expenditure, administration, reporting, and accounting of the appropriated funds; and

WHEREAS, because the funds appropriated to the City are designated for United Way of Northeast Louisiana, Inc., it may be necessary or appropriate for the City to enter into a cooperative endeavor agreement, subagreement, or other agreement with United Way of Northeast Louisiana, Inc., to provide and administer the appropriated funds in accordance with Act 961, the Cooperative Endeavor Agreement with the State, and applicable law; and

WHEREAS, the City Council finds that acceptance and administration of the appropriation in accordance with its legislatively designated purpose serves a public purpose and benefits the citizens of the City of Monroe and Northeast Louisiana.

NOW, THEREFORE, BE IT RESOLVED, by the City Council of the City of Monroe, Louisiana, that the Mayor is hereby authorized to enter into and execute a Cooperative Endeavor Agreement with the State of Louisiana, Department of the Treasury, for the receipt and administration of Fifty Thousand and No/100 Dollars ($50,000.00) appropriated to the City of Monroe pursuant to Act 961 of the 2026 Regular Session of the Louisiana Legislature for United Way of Northeast Louisiana, Inc.

BE IT FURTHER RESOLVED, that the Mayor is hereby authorized to enter into and execute any cooperative endeavor agreement, subagreement, or other agreement with United Way of Northeast Louisiana, Inc., that may be necessary or appropriate to provide, transfer, administer, or account for the appropriated funds, provided that any such agreement shall be consistent with Act 961, the Cooperative Endeavor Agreement between the City and the State of Louisiana, and applicable law.

BE IT FURTHER RESOLVED, that the Mayor, or his designee, is hereby authorized to execute any and all certifications, forms, amendments, and other documents and to take any and all actions necessary or appropriate to accept, receive, provide, transfer, administer, account for, and otherwise carry out the purposes of the appropriation and the agreements authorized herein.

This Resolution was submitted in writing and was then submitted to a vote as a whole, the vote thereon being as follows:

AYES:

NAYS:

ABSENT:

And the Resolution was declared **ADOPTED** on September 8, 2026.

____
CHAIRPERSON

____
CITY CLERK

RESOLUTION

STATE OF LOUISIANA **NO.____________**
CITY OF MONROE

The following Resolution was offered by ________________________, who moved for its adoption, and was seconded by ________________________:

A RESOLUTION AUTHORIZING A COOPERATIVE ENDEAVOR AGREEMENT WITH THE STATE OF LOUISIANA, DEPARTMENT OF THE TREASURY, FOR THE RECEIPT AND ADMINISTRATION OF A $100,000 LINE-ITEM APPROPRIATION FOR A ROOF AT THE STRAUSS YOUTH ACADEMY FOR THE ARTS; AUTHORIZING ANY NECESSARY COOPERATIVE ENDEAVOR AGREEMENTS OR SUBAGREEMENTS FOR THE PROVISION AND ADMINISTRATION OF SUCH FUNDS; AND FURTHER PROVIDING WITH RESPECT THERETO.

WHEREAS, Act 961 of the 2026 Regular Session of the Louisiana Legislature appropriated One Hundred Thousand and No/100 Dollars ($100,000.00) from the State General Fund (Direct) to the City of Monroe for a roof at the Strauss Youth Academy for the Arts;

WHEREAS, the appropriation is available for eligible expenditures incurred during the period beginning July 1, 2026, and ending June 30, 2027;

WHEREAS, the Louisiana Department of the Treasury requires the City of Monroe to enter into a Cooperative Endeavor Agreement with the State of Louisiana as a condition of receiving the appropriated funds;

WHEREAS, the Cooperative Endeavor Agreement will establish the terms and conditions governing the City's receipt, expenditure, administration, reporting, and accounting of the appropriated funds; and

WHEREAS, because the funds appropriated to the City are designated for a roof at the Strauss Youth Academy for the Arts, it may be necessary or appropriate for the City to enter into a cooperative endeavor agreement, subagreement, or other agreement with the appropriate entity responsible for the building housing the Strauss Youth Academy for the Arts to provide and administer the appropriated funds for their legislatively designated purpose; and

WHEREAS, the City Council finds that acceptance and administration of the appropriation in accordance with its legislatively designated purpose serves a public purpose and benefits the citizens of the City of Monroe and Northeast Louisiana.

NOW, THEREFORE, BE IT RESOLVED, by the City Council of the City of Monroe, Louisiana, that the Mayor is hereby authorized to enter into and execute a Cooperative Endeavor Agreement with the State of Louisiana, Department of the Treasury, for the receipt and administration of One Hundred Thousand and No/100 Dollars ($100,000.00) appropriated to the City of Monroe pursuant to Act 961 of the 2026 Regular Session of the Louisiana Legislature for a roof at the Strauss Youth Academy for the Arts.

BE IT FURTHER RESOLVED, that the Mayor is hereby authorized to enter into and execute any cooperative endeavor agreement, subagreement, or other agreement with the appropriate entity responsible for the building housing the Strauss Youth Academy for the Arts that may be necessary or appropriate to provide, transfer, administer, or account for the appropriated funds for the purpose of a roof at the Strauss Youth Academy for the Arts, provided that any such agreement shall be consistent with Act 961, the Cooperative Endeavor Agreement between the City and the State of Louisiana, and applicable law.

BE IT FURTHER RESOLVED, that the Mayor, or his designee, is hereby authorized to execute any and all certifications, forms, amendments, and other documents and to take any and all actions necessary or appropriate to accept, receive, provide, transfer, administer, account for, and otherwise carry out the purposes of the appropriation and the agreements authorized herein.

This Resolution was submitted in writing and was then submitted to a vote as a whole, the vote thereon being as follows:

AYES:

NAYS:

ABSENT:

And the Resolution was declared **ADOPTED** on September 8, 2026.

____
CHAIRPERSON

____
CITY CLERK

RESOLUTION

STATE OF LOUISIANA **NO.____________**
CITY OF MONROE

The following Resolution was offered by _________________________, who moved for its adoption, and was seconded by _________________________:

A RESOLUTION AUTHORIZING A COOPERATIVE ENDEAVOR AGREEMENT WITH THE STATE OF LOUISIANA, DEPARTMENT OF THE TREASURY, FOR THE RECEIPT AND ADMINISTRATION OF A $1,500,000 LINE-ITEM APPROPRIATION FOR THE NORTHEAST LOUISIANA CHILDREN'S MUSEUM, INC., FOR RENOVATIONS, CONSTRUCTION, AND FURNISHING; AUTHORIZING ANY NECESSARY COOPERATIVE ENDEAVOR AGREEMENTS OR SUBAGREEMENTS WITH THE NORTHEAST LOUISIANA CHILDREN'S MUSEUM, INC., FOR THE PROVISION AND ADMINISTRATION OF SUCH FUNDS; AND FURTHER PROVIDING WITH RESPECT THERETO.

WHEREAS, Act 3 of the 2026 Regular Session of the Louisiana Legislature appropriated One Million Five Hundred Thousand and No/100 Dollars ($1,500,000.00) to the City of Monroe for the Northeast Louisiana Children's Museum, Inc., for renovations, construction, and furnishing;

WHEREAS, the appropriation is available for eligible expenditures incurred during the period beginning July 1, 2026, and ending June 30, 2027;

WHEREAS, the Louisiana Department of the Treasury requires the City of Monroe to enter into a Cooperative Endeavor Agreement with the State of Louisiana as a condition of receiving the appropriated funds;

WHEREAS, the Cooperative Endeavor Agreement will establish the terms and conditions governing the City's receipt, expenditure, administration, reporting, and accounting of the appropriated funds; and

WHEREAS, because the funds appropriated to the City are designated for the Northeast Louisiana Children's Museum, Inc., for renovations, construction, and furnishing, it may be necessary or appropriate for the City to enter into a cooperative endeavor agreement, subagreement, or other agreement with the Northeast Louisiana Children's Museum, Inc., to provide and administer the appropriated funds for their legislatively designated purpose; and

WHEREAS, the City Council finds that acceptance and administration of the appropriation in accordance with its legislatively designated purpose serves a public purpose and benefits the citizens of the City of Monroe and Northeast Louisiana.

NOW, THEREFORE, BE IT RESOLVED, by the City Council of the City of Monroe, Louisiana, that the Mayor is hereby authorized to enter into and execute a Cooperative Endeavor Agreement with the State of Louisiana, Department of the Treasury, for the receipt and administration of One Million Five Hundred Thousand and No/100 Dollars ($1,500,000.00) appropriated to the City of Monroe pursuant to Act 3 of the 2026 Regular Session of the Louisiana Legislature for the Northeast Louisiana Children's Museum, Inc., for renovations, construction, and furnishing.

BE IT FURTHER RESOLVED, that the Mayor is hereby authorized to enter into and execute any cooperative endeavor agreement, subagreement, or other agreement with the Northeast Louisiana Children's Museum, Inc., that may be necessary or appropriate to provide, transfer, administer, or account for the appropriated funds for renovations, construction, and furnishing, provided that any such agreement shall be consistent with Act 3 of the 2026 Regular Session, the Cooperative Endeavor Agreement between the City and the State of Louisiana, and applicable law.

BE IT FURTHER RESOLVED, that the Mayor, or his designee, is hereby authorized to execute any and all certifications, forms, amendments, and other documents and to take any and all actions necessary or appropriate to accept, receive, provide, transfer, administer, account for, and otherwise carry out the purposes of the appropriation and the agreements authorized herein.

This Resolution was submitted in writing and was then submitted to a vote as a whole, the vote thereon being as follows:

AYES:

NAYS:

ABSENT:

And the Resolution was declared **ADOPTED** on September 8, 2026.

____
CHAIRPERSON

____
CITY CLERK

RESOLUTION

STATE OF LOUISIANA **NO.____________**
CITY OF MONROE

The following Resolution was offered by _________________________ who moved for its adoption and was seconded by _________________________.

A RESOLUTION AUTHORIZING A COOPERATIVE ENDEAVOR AGREEMENT WITH THE STATE OF LOUISIANA, DEPARTMENT OF PUBLIC SAFETY AND CORRECTIONS, AND OFFICE OF STATE FIRE MARSHAL, FOR FUNDING OF LOUISIANA URBAN SEARCH AND RESCUE TASK FORCE 4 OPERATIONS.

WHEREAS, Article VII, Section 14(C) of the Constitution of the State of Louisiana authorizes the State and its political subdivisions to engage in cooperative endeavors for a public purpose;

WHEREAS, the Louisiana Office of State Fire Marshal administers funding to support Louisiana Urban Search and Rescue ("USAR") Task Forces operating within the state;

WHEREAS, the Monroe Fire Department operates Louisiana USAR Task Force 4, which provides critical emergency response capabilities, including search and rescue, disaster response, and related public safety functions;

WHEREAS, the State of Louisiana has allocated funding to support the continued operation, staffing, training, and equipping of USAR Task Force 4, with no required local matching funds;

WHEREAS, under the terms of the Cooperative Endeavor Agreement, the City of Monroe agrees to maintain USAR Task Force 4 at a level consistent with FEMA National Qualification System Type III standards and to utilize the funds for authorized program purposes; and

WHEREAS, the City of Monroe finds that participation in this program serves a substantial public purpose by enhancing emergency preparedness and response capabilities for the citizens of Monroe and the surrounding region.

NOW THEREFORE, BE IT RESOLVED, by the City Council of the City of Monroe, Louisiana, that the Mayor is hereby authorized to execute a Cooperative Endeavor Agreement with the State of Louisiana, Department of Public Safety and Corrections, Office of State Fire Marshal, for funding of Louisiana Urban Search and Rescue Task Force 4, together with any and all documents necessary or appropriate to carry out the purposes of said Agreement; and

BE IT FURTHER RESOLVED that the Mayor, or his designee, is authorized to take all actions necessary to implement and administer the Agreement in accordance with its terms.

This Resolution was submitted in writing and was then submitted to a vote as a whole, the vote thereon being as follows:

AYES:

NAYS:

ABSENT:

And the Resolution was declared **ADOPTED** on September 8, 2026.

____
CHAIRPERSON

____
CITY CLERK

STATE OF LOUISIANA
COOPERATIVE ENDEAVOR AGREEMENT
LOUISIANA OFFICE OF STATE FIRE MARSHAL
AND
LOUISIANA URBAN SEARCH & RESCUE TASK FORCE 4
OPERATED BY
THE MONROE FIRE DEPARTMENT

THIS COOPERATIVE ENDEAVOR AGREEMENT ("**Agreement**") is made and entered into by and between the **Louisiana Department of Public Safety and Corrections, Public Safety Services, Office of State Fire Marshal and the State of Louisiana** (hereinafter referred to as "**State**" and/or "**Agency**"), herein represented by Principal Assistant Bryan Adams and Undersecretary Paula Tregre, and **Louisiana Urban Search & Rescue Task Force 4** officially domiciled at 1810 Martin Luther King Jr. Blvd., Monroe, LA 71202 (hereinafter referred to as "**Contracting Party.**") The Agency and the Contracting Party may be referred to herein as "**Party,**" individually, and as the "**Parties,**" collectively.

ARTICLE I

RECITALS:

1.1 **WHEREAS,** Article VII, Section 14(c) of the Louisiana Constitution of 1974 provides that "for a public purpose, the State and its political subdivisions...may engage in cooperative endeavors with each other, with the United States or its agencies, or with any public or private association, corporation, or individual;" and

1.2 **WHEREAS, Louisiana Urban Search & Rescue (USAR) Task Force 4 operated by the Monroe Fire Department** is comprised of local first responder departments; and

1.3 **WHEREAS,** there is a line item appropriation within the Agency's budget for the benefit of **Louisiana USAR Task Force 4,** of which the sum of **TWO HUNDRED AND FIFTY THOUSAND & 00/100 ($250,000.00) DOLLARS** has been allocated for the USAR program/project, to be used for the specific purposes as set forth in "Attachment A," which is attached to this Agreement and made a part hereof; and

1.4 **WHEREAS,** the Agency desires to cooperate with **Louisiana USAR Task Force 4** in the implementation of the project as hereinafter provided; and

1.5 **WHEREAS,** the purpose of the USAR program/project is to provide sufficient funds to equip and maintain **Louisiana USAR Task Force 4** to a level of a FEMA NQS TYPE III USAR equipment cache, and to fund and equip **Louisiana USAR Task Force 4** to a level of a FEMA NQS TYPE 1 Swift/flood search and rescue team; and

1.6 **WHEREAS,** the allocated funds of $250,000.00 for this project are to be used by **Louisiana USAR Task Force 4** to purchase equipment, Class 5 or higher GVWR rated vehicles, tools, personal protective equipment, communication equipment, and other equipment items as approved by the Agency to support the FEMA resource-typing library. The allocated funds shall not be used by **Louisiana USAR Task Force 4** for payroll, travel expenses, training, vehicle maintenance, and storage fees; and

1.7 **WHEREAS, Louisiana USAR Task Force 4** shall submit quarterly progress reports to the Agency in accordance with this Agreement and made part hereof by reference as "Attachment B;" and

1.8 **WHEREAS, Louisiana USAR Task Force 4** shall provide all required cost report information to the Agency in accordance with this Agreement and made part hereof by reference as "Attachment C;" and

NOW THEREFORE, in consideration of the mutual covenants herein contained, the Parties hereto agree as follows:

ARTICLE II
SCOPE OF SERVICES

2.1 **Louisiana USAR Task Force 4** shall provide sufficient funds to equip and maintain **Louisiana USAR Task Force 4** to a level of a FEMA NQS TYPE III USAR equipment cache, and to fund and equip **Louisiana USAR Task Force 4** to a level of a FEMA NQS TYPE 1 Swift/flood search and rescue team. The funds are to be used to purchase equipment, Class 5 or higher GVWR rated vehicle, tools, personal protective equipment, communication equipment, and other equipment items approved by the Agency to support the FEMA resource-typing library. The funds shall not be used for payroll, travel expenses, training, vehicle maintenance, and storage fees.

2.2 Deliverables:

(1) To obtain equipment and maintain equipment for a FEMA NQS TYPE III USAR team.

(2) To obtain equipment and maintain equipment for a FEMA NQS Swift/Flood Search and Rescue Team.

2.3 **Louisiana USAR Task Force 4** assures that elected officials or their family members will not receive (directly or indirectly) any part of the funds awarded through this appropriation. Louisiana law defines "immediate family" as the term related to a public servant to mean children, the spouses of children, brothers and their spouses, sisters and their spouses, parents, spouse, and the parents of a spouse. See La. R.S. 42:1101 et seq.

ARTICLE III
CONTRACT MONITOR

3.1 The State Contract Monitor for this Agreement is the Fire Marshal and/or his designee.

3.2 Monitoring Plan: During the term of this Agreement, **Louisiana USAR Task Force 4** shall discuss with the State's Contract Monitor the progress and results of the project, ongoing plans for the continuation of the project, any deficiencies noted, and other matters relating to the project. The State Contract Monitor shall review and analyze **Louisiana USAR Task Force 4's** Plan to ensure **Louisiana USAR Task Force 4's** compliance with the requirements of the Agreement.

Between required performance reporting dates, **Louisiana USAR Task Force 4** shall inform the State Contract Monitor of any problems, delays, or adverse conditions which will materially affect the ability to attain program objectives, prevent the meeting of time schedules and goals, or preclude the attainment of project results by established time schedules and goals. **Louisiana USAR Task Force 4's** disclosure shall be accompanied by a statement describing the action taken or contemplated by **Louisiana USAR Task Force 4**, and any assistance which may be needed to resolve the situation.

ARTICLE IV
PAYMENT TERMS

4.1 Payment shall be made to **Louisiana USAR Task Force 4** under the terms and conditions of the following plan:

Payment of 100% of the line item appropriation shall be made to **Louisiana USAR Task Force 4** in advance of purchasing equipment or other similar expenditures only with sufficient justification provided on Attachment A, indicating that there is no other source of funding available to make the purchase to satisfy the goals and objectives of the project, and the Cooperative Endeavor Agreement is approved by the Office of State Procurement or other delegated authority.

4.2 Taxes: **Louisiana USAR Task Force 4** hereby agrees that the responsibility for payment of taxes from the funds thus received under this Agreement and/or legislative appropriation shall be **Louisiana USAR Task Force 4's** obligation and identified under Federal Tax Identification Number 72-115414.

ARTICLE V
TERMINATION FOR CAUSE

5.1 The State may terminate this Agreement for cause based upon the failure of **Louisiana USAR Task Force 4** to comply with the terms and/or conditions of the Agreement, provided that the State shall give **Louisiana USAR Task Force 4** written notice specifying **Louisiana USAR Task Force 4's** failure. If within thirty (30) days after receipt of such notice, **Louisiana USAR Task Force 4** shall not have either corrected such failure or, in the case which cannot be corrected in thirty (30) days, begun in good faith to correct said failure and thereafter proceeded diligently to complete such correction, then the State may, at its option, place **Louisiana USAR Task Force 4** in default and the Agreement shall terminate on the date specified in such notice. **Louisiana USAR Task Force 4** may exercise any rights available to it under Louisiana law to terminate for cause upon the failure of the State to comply with the terms and conditions of this Agreement, provided that **Louisiana USAR Task Force 4** shall give the State written notice specifying the State's failure and a reasonable opportunity for the State to cure the defect.

ARTICLE VI
TERMINATION FOR CONVENIENCE

6.1 The State may terminate the Agreement at any time by giving thirty (30) days written notice to **Louisiana USAR Task Force 4**. Upon receipt of notice, **Louisiana USAR Task Force 4** shall, unless the notice directs otherwise, immediately discontinue the work and placing of orders for materials, facilities, services, and supplies in connection with the performance of this Agreement. **Louisiana USAR Task Force 4** shall be entitled to payment for deliverables in progress, to the extent work has been performed satisfactorily.

ARTICLE VII
OWNERSHIP

7.1 All records, reports, documents, and other material delivered or transmitted to **Louisiana USAR Task Force 4** by the State shall remain the property of the State and shall be returned by **Louisiana USAR Task Force 4** to the State, at **Louisiana USAR Task Force 4's** expense, at termination or expiration of this Agreement. All records, reports, documents, or other material related to this Agreement and/or obtained or prepared by **Louisiana USAR Task Force 4** in connection with performance of the services contracted for herein shall become the property of the State, and shall, upon request, be returned by **Louisiana USAR Task Force 4** to the State at **Louisiana USAR Task Force 4's** expense at termination or expiration of this Agreement.

ARTICLE VIII
ASSIGNMENT

8.1 **Louisiana USAR Task Force 4** shall not assign any interest in this Agreement and shall not transfer any interest in same (whether by assignment or novation), without prior written consent of the State, provided however that claims for money due or to become due to **Louisiana USAR Task Force 4** from the State may be assigned to a bank, trust company, or other financial institution without such prior written consent. Notice of any such assignment or transfer shall be furnished promptly to the State.

ARTICLE IX
FINANCIAL DISCLOSURE

9.1 Each recipient shall be audited in accordance with La. R.S. 24:513. If the amount of public funds received by **Louisiana USAR Task Force 4** is below the amount for which an audit is required under La. R.S. 24:513, the State shall monitor and evaluate the use of the funds to ensure effective achievement of the goals and objectives. This evaluation shall be based upon the progress reports and cost reports as provided and certified by **Louisiana USAR Task Force 4** under the requirements of this Agreement, as well as any site visits that may be made under the provisions this Agreement, to ensure effective achievement of the goals and objectives.

ARTICLE X
AUDITOR'S CLAUSE

10.1 It is hereby agreed that the Legislative Auditor of the State of Louisiana and/or the Office of the Governor, Division of Administration auditors shall have the option of auditing all records and accounts of **Louisiana USAR Task Force 4** which relate to this Agreement.

10.2 **Louisiana USAR Task Force 4** and any subcontractors paid under this Agreement shall maintain all books and records pertaining to this Agreement for a period of three years after the date of Treasury's acceptance of the final Cost and Progress Reports and documentation as required to be filed under Section 2.2 of the Agreement.

ARTICLE XI
AMENDMENTS IN WRITING

11.1 Any alteration, variation, modification, or waiver of provisions of this Agreement shall be valid only when it has been reduced to writing, executed by all parties, and approved by the Director of the Office of State Procurement, Division of Administration, or other delegated authority **prior to the alteration, variation, modification, or waiver of any provision of this Agreement.** This Agreement may not be amended after the expiration date.

ARTICLE XII
FISCAL FUNDING CLAUSE

12.1 The continuation of this Agreement is contingent upon the appropriation of funds to fulfill the requirements of the Agreement by the legislature. If the legislature fails to appropriate sufficient monies to provide for the continuation of the Agreement, or if such appropriation is reduced by the veto of the Governor or by any means provided in the appropriations act to prevent the total appropriation for the year from exceeding revenues for that year, or for any other lawful purpose, and the effect of such reduction is to provide insufficient monies for the continuation of the Agreement, the Agreement shall terminate on the date of the beginning of the first fiscal year for which funds are not appropriated.

ARTICLE XIII
TERM OF CONTRACT

13.1 This Agreement shall begin on July 1, 2026, and shall terminate on June 30, 2027. Every effort should be made to complete the objectives of the Agreement and incur approved expenses by June 30, 2027. There is no extension of the June 30, 2027, deadline without legislative action and approval.

ARTICLE XIV
DISCRIMINATION CLAUSE

14.1 **Louisiana USAR Task Force 4** agrees to abide by the requirements of the following as applicable: Title VI and VII of the Civil Rights Act of 1964, as amended by the Equal Opportunity Act of 1972, Federal Executive Order 11246, the Federal Rehabilitation Act of 1973, as amended, the Vietnam Era Veteran' s Readjustment Assistance Act of 1974, Title IX of the Education Amendments of 1972, the Age Act of 1975, and **Louisiana USAR Task Force 4** agrees to abide by the requirements of the Americans with Disabilities Act of 1990. **Louisiana USAR Task Force 4** agrees not to discriminate in its employment practices and will render services under this contract without regard to age, race, color, religion, sex, national origin, veteran status, political affiliation, or disabilities. Any act of discrimination committed by **Louisiana USAR Task Force 4** or failure to comply with these statutory obligations, when applicable, shall be grounds for termination of this Agreement.

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[SIGNATURES CONTAINED ON NEXT PAGES]

THUS DONE AND SIGNED AT Baton Rouge, Louisiana on the ______day of ____________________, 20____.

WITNESSES:

DEPARTMENT OF PUBLIC SAFETY
STATE OF LOUISIANA

____

Printed Name: _______________

____

Printed Name: _______________

____
BRYAN ADAMS
Principal Assistant
Public Safety Services

____
Notary Public

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THUS DONE AND SIGNED AT Baton Rouge, Louisiana on the ______day of ____________, 20

WITNESSES: **STATE OF LOUISIANA**	**DEPARTMENT OF PUBLIC SAFETY**
____________________________ Printed Name: ______________	____________________________ **PAULA TEGRE** **Undersecretary** **Public Safety Services**
____________________________ Printed Name: ______________	

____
Notary Public

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THUS DONE AND SIGNED AT Monroe, Louisiana on the ______day of

____________, 20________________________________

WITNESSES:

____

Printed Name: ______________

____

Printed Name: ______________

LOUISIANA USAR TASK FORCE 4
OPERATED BY THE MONROE
FIRE DEPARTMENT

____

Printed Name: ________________

Title: ________________________

____
Notary Public

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[EXHIBIT "A" IS ATTACHED. EXHIBITS "B" AND "C" ATTACHED SEPARATELY]

ATTACHMENT A - PLAN	NAME OF CONTRACTING PARTY: Louisiana USAR Task Force 4 Monroe Fire Department NAME AND BRIEF NARRATIVE OF PROGRAM: **Urban Search and Rescue**

Program Goals, Objectives, Expected Outcomes/Results Activities and Related Performance Measures (Duplicate pages as needed for each goal identified). **<u>What are the goals, objective (s), expected outcomes/results for this program:</u>** Indicate the goals/objectives for this program. Indicate the expected outcomes/results for each goal. Explain how each goal, objective, outcome/result is measured. Identify activities that will be implemented to achieve expected outcomes, the person(s) responsible for implementing the activity, and the expected completion date.

1. Program Goal *(Goals are the intended broad, long-term results. Goals are clear statements of the general end purposes toward which efforts are directed.)*

   The goal of this program is to provide sufficient funds to equip and maintain **Louisiana USAR Task Force 4** to a level of a FEMA NQS TYPE III USAR equipment cache and to fund and equip **Louisiana USAR Task Force 4** to a level of a FEMA NQS TYPE 1 Swift/flood search and rescue team. The funds should be used to purchase equipment, Class 5 or higher GVWR rated vehicles, tools, personal protective equipment, communication equipment, and other equipment items approved by the Agency to support the FEMA resource-typing library. The funds should not be used for payroll, travel expenses, training, vehicle maintenance, and storage fees.

Program Objective(s) *(Objectives are intermediate outcomes-- specific, measurable steps towards accomplishing the goal, that identify the expected outcomes and results.* ***The program objective must include a percentage, a specific dollar amount or a number).***

The goal of this program is to provide sufficient funds to equip and maintain **Louisiana USAR Task Force 4** to a level of a FEMA NQS TYPE III USAR equipment cache and to fund and equip **Louisiana USAR Task Force 4** to a level of a FEMA NQS TYPE 1 Swift/flood search and rescue team. The funds should be used to purchase equipment, Class 5 or higher GVWR rated vehicles, tools, personal protective equipment, communication equipment, and other equipment items approved by the Agency to support the FEMA resource-typing library. The funds should not be used for payroll, travel expenses, training, vehicle maintenance, and storage fees. The objective is to provide equipment for response to man-made or natural disasters to rescue those vulnerable citizens.

3. Relevant Activity (Activities) *(An activity is a distinct subset of functions or services within a program to meet the Program Objective.)*

To obtain equipment and maintain equipment for a FEMA NQS TYPE III USAR team.

To obtain equipment and maintain equipment for a FEMA NQS Swift/Flood Search and Rescue Team.

4. Performance Measure(s) *(Measure the amount of products or services provided or number of customers served. Specific quantifiable measures of progress, results actually achieved and assess program impact and effectiveness. A Performance Measure must be designated us a percentage, a specific dollar amount or a number).*

1. The number of services maintained will be one performance measure that will assess the impact and the effectiveness of the program goals and objectives.

2. The monitoring and recording of the number of equipment purchases for operational readiness in all sections of Louisiana USAR Task Force 4 currently and throughout the 2026/2027 budget year to help assess the impact and effectiveness of the program goals and objectives.

ORDINANCE

STATE OF LOUISIANA **NO._______**
CITY OF MONROE

The following Ordinance was introduced by________________, who moved for its adoption and was seconded by ________________:

AN ORDINANCE APPROVING A COLLECTIVE BARGAINING AGREEMENT BY AND BETWEEN THE CITY OF MONROE AND THE AMALGAMATED TRANSIT UNION LOCAL NO. 1160, AFL-CIO.

WHEREAS, the collective bargaining agreement between the City and the Amalgamated Transit Union, Local 1160 has expired;

WHEREAS, the parties have agreed to the terms of a new, four-year collective bargaining agreement (2026-2030), which is attached hereto and made part hereof; and

WHEREAS, as required by La. R.S. 44:67.1, the collective bargaining agreement has been made available to the public on the City's website for at least five business days and public notice was disseminated informing the public of the date, time, and place of the meeting at which the agreement was considered for ratification.

NOW, THEREFORE BE IT ORDAINED by the City Council of the City of Monroe, Louisiana, in legal session convened, that the attached collective bargaining agreement, by and between the City of Monroe and the Amalgamated Transit Union, Local 1160 is hereby ratified and adopted.

This Ordinance was introduced on September 8, 2026.

Notice published on the _____ day of ___________________, 2026.

This Ordinance having been submitted in writing, introduced, and published, was then submitted to a vote as a whole, the vote thereon being as follows:

AYES:

NAYS:

ABSENT:

And the Ordinance was declared **ADOPTED** on September 22, 2026.

____
CHAIRPERSON

____
CITY CLERK

____
MAYOR'S APPROVAL

____
MAYOR'S VETO

LABOR AGREEMENT

MONROE TRANSIT SYSTEM
CITY OF MONROE

AND

AMALGAMATED TRANSIT UNION
LOCAL NO. 1160, AFL-CIO

2026-2030

TABLE OF CONTENTS

LABOR AGREEMENT

This Agreement is made and entered into and executed, as of the date of the execution hereof by the last party signatory hereof, by and between **CITY OF MONROE, LOUISIANA,** hereinafter referred to as "EMPLOYER" and **AMALGAMATED TRANSIT UNION, LOCAL NO.1160, AFL-CIO**, hereinafter referred to as "UNION, to-wit:

ARTICLE I
RECOGNITION

The Employer recognizes the Union as the Collective Bargaining Representative of Monroe Transit System employees who are members of the Union, subject to the exceptions hereinafter stipulated.

The Employer stipulates that the recognition granted by this Article, and the representation of the Union, does not and shall not include management and/or supervisory employees, foremen, summer youth workers, part-time and/or seasonal employees who have worked less than three (3) consecutive months in the employ of the Department, clerical employees and/or any temporary employees of whatever nature.

Employer and Union understand, at times, Employer utilized temporary employees. Employer will endeavor to limit the use of temporary employees.

ARTICLE II
UNION-MANAGEMENT RELATIONS

Collective Bargaining between the parties to this Agreement, with respect to matters involving wages, hours and working conditions, shall be conducted, as provided herein, by and between authorized representatives of the Employer and the Union. If negotiations, as a part of Collective Bargaining, are conducted during the working hours, employees involved in said negotiations will suffer no loss of time.

The Administration shall appoint in writing a representative for the employer for purposes of negotiations and no transit union official or transit employee shall attempt to negotiate any changes to the then existing union agreement without a prior meeting with the employer's approved representative which shall be noted in writing by the employer's representative. Any deviation from this provision shall be deemed a violation of the agreement.

Agreement reached between parties to this Agreement shall become effective only when reduced to writing, approved by the City Council and when signed by the authorized representative or representatives of the Employer, the President of Local I160, and the Vice President of Local 1160.

The City and/or its representatives may establish, implement, and enforce reasonable rules and regulations at any time so long as such rules or regulations are not in conflict with any specific provisions of this Agreement unless the implementation or enforcement of such rule or regulation is required to ensure compliance with Federal, State, or local laws. Before implementation of any new or revised work rule or regulation the City and/or its representatives shall give written notice to the Union at least fourteen days. Prior to the effective date of such rule or regulation, the City and/or its representatives will post a copy and will provide a copy of the rule to the Union. The City and/or its representatives will meet with the Union to discuss the rule, if requested. The City and/or its representatives will provide each employee with a copy of the City and/or its representatives Rules and Regulations and will maintain a complete set of its Rules and Regulations for review by Operators.

ARTICLE III
MANAGEMENT RIGHTS

Employer, the City of Monroe, specifically reserves unto itself any rights of management inherent to its position as Employer, which have not been modified or abrogated herein or hereby.

Provided that nothing in this article is meant or intended to interfere with collective bargaining rights and procedures or grievance procedures which are contained in this Agreement. Without in any way limiting this reservation of rights, the Employer specifically stipulates the following areas in which it reserves all of its rights of management:

1. To manage, operate, conduct, and control its operation.

2. To direct its work force.

3. To establish rules and regulations which are not contrary to or in conflict with this Agreement.

4. To establish rules, regulations and instructions deemed necessary for the safe, proper, and sound conduct of the operation.

5. To hire, promote, classify, transfer, assign, retain, suspend, demote and/or to discharge or take disciplinary action against any employee for just cause.

6. To relieve any employee from duty or from work, because of a lack of work, or for any other legitimate reason.

7. To take and accomplish any and all steps and actions necessary to maintain the efficiency of its governmental operation.

8. To determine and employ the methods, means and utilization of personnel by which its operations are to be conducted.

9. To take any and all actions which may be necessary to carry out its obligations and responsibilities of governmental operation in situations of emergency.

ARTICLE IV
SENIORITY

Seniority, for purposes of this Agreement, is defined as the continuously paid service of an employee with the Monroe Transit System of the City of Monroe.

All employees shall be governed by job classification seniority for bids and vacations in their respective departments. It is further understood that if an employee moves from one job classification to another, he shall not carry his seniority to that job classification but shall take his place at the bottom of the seniority list in the new job classification. An employee who moves from one job classification to another job classification with or without a personnel status change and does not return to his/her previous job classification for a period of six (6) months and one (1) day or greater shall be placed at the bottom of the seniority of that previous job classification should they return to that previous job classification. Seniority lists for full-time and part-time employees shall be separate.

A break of continuity in an employee's continuously paid service, either through resignation, termination, or discharge, shall cause a loss of seniority by such employee, if he or she shall be re-employed by the City of Monroe. In such event, seniority shall date from the latest date of continuous service since the most recent date of hiring or rehiring. It is stipulated that periods of absence due solely to disability resulting from a compensable, work-related injury or illness shall not constitute a break in continuously paid service, as referred to herein.

An employee who is terminated but reinstated through grievance procedures made between the union and management shall not lose their seniority.

In all matters involving promotion and/or demotion, the factor of seniority, as defined herein, will be given proper consideration by the Employer, the relative abilities, job conduct, job performance and potential of the employee or employees involved being taken into consideration.

ARTICLE V
GRIEVANCE PROCEDURE

Any employee covered by this Agreement who has a complaint hereunder shall submit the same to his immediate supervisor, and if the complaint is not settled to the satisfaction of the employee by his immediate supervisor, it shall be known as a grievance.

Grievances shall be handled under the following steps:

Step1. The employee shall within a period of five (5) working days from the time of the act or omission which gave rise to the grievance submit same to the General Manager. The General Manager shall have a period of five (5) working days from the time of the submission of the written grievance to him, within which to schedule a grievance hearing if a hearing is requested by Employee or desired by General Manager. If a grievance hearing is not requested by Employee or General Manager, the General Manager shall have a period of five (5) working days to respond to the written grievance. If a grievance hearing is requested by the Employee or General Manager, the General Manager shall have a period of five (5) working days to respond to the grievance from the date of the grievance hearing. The General Manager shall state upon the grievance form his disposition of the grievance and sign his name thereto. For the purpose of this Step 1 of this Article only, "working days" shall be interpreted as meaning the weekdays of Monday through Friday, inclusive. Days in which Employee is not scheduled to work or is on sick leave or vacation leave do not count as a working day. In the event a grievance is filed by a terminated employee, the outcome letter will be mailed to the employee at his/her last known address and shall be postmarked no later than the fifth working day.

If the employee is not satisfied, then:

Step 2. Within five (5) working days from the date of the answer of the General Manager, the grievance shall be submitted in writing to the Director of Public Works Department of the City of Monroe, under whose jurisdiction and control of Monroe Transit System is placed by the City Charter. The Director of Public Works shall schedule a grievance hearing within five (5) working days from receipt of the Step II grievance. The Director of Public Works shall have a period of five (5) working days to respond in writing from the date of the grievance hearing. The decision of the Director of the Public Works Department on the grievance shall be final, subject only to the exception noted below. "Working days" shall be interpreted as meaning the weekdays of Monday through Friday, inclusive. Days in which employee is not scheduled to work or is on sick leave or vacation leave do not count as a working day. In the event a grievance is filed by a terminated employee, the outcome letter will be mailed to the employee at his/her last known address and shall be postmarked no later than the fifth working day.

A grievance that is not filed or advanced within the time limits set forth in this Article shall be deemed waived and permanently barred. Time limits may be extended only by mutual written agreement of the parties.

No more than two (2) representatives may be present at the meetings held under all steps of the grievance procedure. Any request made by the employee for a meeting during any step of the grievance process shall be granted.

In the event the City and/or its representatives and the Union do not resolve the Grievance in Step 2, the City and/or its representatives and the Union may by mutual agreement, refer the matter to mediation, utilizing the services of the Federal Mediation and Conciliation Service (FMCS). The parties agree to abide by the FMCS rules. It is understood that the mediation process is to be expedited and at any time during the mediation process either the Company or the Union may declare the process closed.

If the grievance remains unresolved, the Union may refer the Grievance to arbitration by written notice to the City Attorney of the City of Monroe within 15 (fifteen) working days following the date of receipt of the director of Public Works Department of the City of Monroe's response in Step 2 or the date of mediation. Only grievances alleging a violation of a specific and express provision of this Agreement shall be subject to arbitration. The arbitrator shall have no authority to add to, subtract from, or modify the terms of this Agreement.

After a demand for arbitration has been made, the Union shall submit a request to the Federal Mediation and Conciliation Service (FMCS) for a list of seven (7) names of impartial Arbitrators in the region nearest to the City and/or its representative premises. No "FMCS Priority appointments" are permitted. The City and/or its representatives and the Union shall, alternately strike names from the list until only one (1) name remains, and a toss of the coin shall determine who strikes first. The remaining Arbitrator shall act as the impartial Arbitrator who shall hear and decide the issue.

The Grievance Procedure outlined hereinabove is not intended to infringe upon or abrogate the privilege or right of Arbitration provided for in the Agreement entered into by and between the parties hereto pursuant to Section 13(c) of the Urban Mass Transportation Act of 1964, as amended.

ARTICLE VI
NO STRIKE NO LOCKOUT

During the period of this Agreement the Union agrees that there shall be no strike, slowdown, and walkout, refusal to report to work or other interruption or stoppage of work by the Union or any of its members.

During the period of this Agreement, the Employer agrees that there shall be no lockout by the Employer of any employee covered hereby.

ARTICLE VII
HOLIDAYS

All full-time employees covered by this Agreement shall receive the following paid holidays during each calendar year of the term of this Agreement.

New Year Day
Good Friday
Memorial Day
Juneteenth
Fourth of July
Veterans Day
Labor Day
Thanksgiving Day
Christmas Day
Martin Luther King Day
Employee's Birthday*

*Employees shall have the option of taking their Birthday off within 6 months.

If any of the above listed holidays shall fall on a Sunday, the following Monday shall be observed as a holiday. In the event that management decides to provide service on Good Friday, Veterans Day, Labor Day or Memorial Day, employees will be given the opportunity to sign up to work the holiday and will be paid following the below schedule. A holiday schedule will be posted, and employees may volunteer to work based upon seniority. Any shifts not covered by volunteers will be filled by the least senior operators until all shifts are covered.

Each employee shall be paid eight (8) hours of straight time for the holidays listed above; provided, however that any employee whose regular work day is greater than eight (8) hours shall be paid the number of hours in his regular workday up to a maximum of ten (10) hours for the holiday to ensure a minimum of forty (40) hours for that work week.

Should operational requirements result in an employee being required to work on his/her birthday, designated hereinabove as a paid holiday, he/she shall be paid for all hours worked on said day at regular rate. Employee's birthday in such instance shall not be considered as his/her holiday and he/she shall be allowed to take a paid holiday in lieu of his/her birthday, upon reasonable notice to the Superintendent of the Department, at any time within the 12-month period immediately following. For these purposes, the parties hereto agree that operational requirements of the Department must be taken into consideration in the taking and selection of date for this alternate holiday. Further, the parties agree that any notice on the part of the employee involved of more than seven (7) calendar days shall be considered reasonable for these purposes.

An employee who is required to work on any other of the above designated holidays shall receive his holiday pay as set forth above and, in addition, shall be paid for all hours worked on said holidays at a rate one and a half times their hourly rate. For all hours worked in excess of eight (8) hours, a rate of three times (3) their current hourly rate of pay shall be used.

The following provisions shall determine an employee's eligibility for holiday pay:

1. To be considered eligible for holiday pay for the holidays in question, an employee shall have been in the service of the Employer for at least ninety (90) consecutive days.

2. If an employee is scheduled to work on any such holiday and fails to report to work without justifiable cause, he/she will not receive such holiday pay.

3. There will not be hiring of a substitute worker instead of regular employees for holidays occurring on a regular workday. Any regular employee must be given the option of work.

4. If any employee is not scheduled to work on any such holiday, he/she shall, nevertheless, not receive pay for such holiday, if employee fails to report for work without justifiable cause on the one (1) scheduled workday immediately preceding and the one (]) scheduled workday immediately following any such holiday.

5. When one or more holidays fall on a full-time employee's regular day off, his/her holiday shall be the closest regularly scheduled workday preceding or following the legal holiday, as designated by the Employer.

In the event that the Mayor shall grant an additional holiday to City employees, said additional holiday shall also be given to all full-time employees covered by this Agreement, subject to the following restrictions: if the additional holiday is on a day upon which the Bus Department provides needed service to the general public, said employees of the Bus Department shall work on the said additional holiday, but will be able to the day off at a later date based upon the needs of the Bus Department, provided the day be taken within the next six (6) months.

ARTICLE VIII
HOURS OF WORK AND OVERTIME

The departmental work week is defined as the seven (7) successive day calendar period beginning at 12:01 a.m. on Monday and ending 12:00 o'clock midnight on the following Sunday.

Employees shall be paid at the rate of time and one-half their normal hourly rate for all hours worked in excess of forty (40) hours in any one work week.

When an employee receives pay for time not worked, neither the time during which such employee is off, nor the pay which he/she receive, shall be considered for the purpose of computing overtime, nor shall the Employer credit such pay against any statutory overtime. However, for the purposes of computing overtime, all holiday hours (worked) for which an employee is compensated, shall be regarded as hours worked. It is mutually understood and agreed that the overtime provisions of this Agreement cover all overtime payments to which an employee is entitled, whether by agreement or statute or both that such overtime shall be paid as provided herein and that there shall not be any pyramiding of overtime and/or premium pay.

Regularly scheduled runs shall be for a minimum of eight (8) hours and, as far as it is practical, for a maximum of ten (10) hours. As far as is practical, all runs will be completed within twelve (12) consecutive hours.

In like manner, total runs for each operator, as far as is practical, will involve not less than forty (40) hours, nor more than fifty (50) hours in any given work week.

When an Operator or mechanic is required to double over at the end of his/her regular run or shift, he/she shall be notified at least thirty minutes (30) prior to the end of his/her run or shift, before his/her relief is due. If he/she is not so notified and is required to double over without the required notice, he/she shall be paid double time for all hours over his/her regular schedule.

An employee assigned or scheduled to work on extra work will receive a minimum of two (2) hours straight time pay.

Each regular employee shall have a five (5) day work week with two (2) days off each week, with said days to run consecutively, if at all possible.

Extra-board operators shall have a six (6) day work week.

Any regular full- time employee assigned or scheduled to work on his/her day off shall be paid one and one-half (1 1/2) times his/her regular hourly rate for all hours worked on that day. Any employee who is required to work on Sunday shall be paid at the differential rate of .70 cents above his/her regular hourly rate of pay.

Operators, Maintenance Workers, and Customer Service Representatives working the evening shift, from 6:45 pm until 10:30 pm will be paid at the differential rate of .35 cents above his/her regular hourly rate of pay.

TEMPORARY EMPLOYEE PROVISION

The Employer may hire no more than four (4) temporary employees as Operators and no more than three (3) temporary employees in the Maintenance Department.

Temporary employees assigned as Operators shall work no more than 40 hours per week unless there are insufficient employee available to maintain minimum levels of service and a full-time employee is not available or does not volunteer to perform such work.

Temporary employees assigned as Operators will not be assigned to a straight assignment unless a full-time employee is not available or does not volunteer to perform such work.

Full-time Operators will be given preference for extra, available work after all runs are assigned, and a temporary employee shall only be used if a full-time employee is not available or does not volunteer to perform such work.

Temporary employees will not participate in the quarterly run bid.

Temporary employees are not qualified for Employer benefits (i.e.: pension, health insurance, etc.)

No temporary Operator shall remain a temporary Operator working at the Transit System for a period of longer than seven (7) months without being extended an offer of full-time employment.

OPERATOR TRAINING

Operators, at any time training new operators, shall be paid one dollar ($1.00) more per hour than his/her regular hourly rate of pay. Training pay shall commence when a trainee boards the bus with a veteran operator and such training has been approved in advance, in writing by the transit supervisors.

ARTICLE IX
SAFETY AND HEALTH

Both parties to this Agreement hold themselves responsible and agree to assist in the enforcement of appropriate safety rules and regulations, both statutory and as set forth and established by the Employer.

The Employer shall make all reasonable provisions for the safety and health of its employees during hours of employment.

It is understood that the individual employee has personal responsibility with regard to preventing accidents to himself/herself or his/her fellow employees during the hours of his employment.

Nothing herein contained shall relieve any operator or employee from the responsibility of properly safeguarding and/or protecting equipment entrusted to him/her for his/her use or operation.

ARTICLE X
WAGES AND RATES

The parties mutually agree that the rates of pay applicable to the job classifications listed below are fair and satisfactory. The wage rates set forth herein shall become effective and shall be adjusted in accordance with the contract year schedule described below and shall remain in effect for the duration of this Agreement, unless otherwise modified by the parties.

OPERATOR

Length of Service	Contract Year 1	Contract Year 2	Contract Year 3	Contract Year 4
> 1 Year	$19.41	$20.54	$21.73	$23.00
0 - 1 Year	$16.95	$17.91	$18.93	$20.00

MAINTENANCE

Position	Contract Year 1	Contract Year 2	Contract Year 3	Contract Year 4
Mechanic I	$21.82	$23.09	$24.43	$25.85
Mechanic II	$20.61	$21.81	$23.08	$24.42
Mechanic Helper	$19.24	$20.36	$21.54	$22.79
Service Employee	$16.81	$17.79	$18.83	$19.93

CUSTOMER SERVICE WORKER

Position	Contract Year 1	Contract Year 2	Contract Year 3	Contract Year 4
Customer Service Worker	$13.71	$14.51	$15.36	$16.25

Each employee shall be paid according to their applicable classification and length of service tier, at the rate corresponding to the current contract year. Movement between length-of-service tiers shall occur based on the employee's actual service time; however, progression between contract year rates shall occur uniformly for all employees on the effective date of each contract year and shall not be based on individual service anniversaries.

Employees employed on or before December 31, 2004, shall receive additional salary due to the change in the way the employee portion of the pension payments are made that went into effect city-wide on January 1 , 2005, as per attachment 1. Said employees shall receive a one-time salary increase of 9.25% of their base pay rate on December 31, 2004. This increase will be paid in addition to the hourly rates listed above as long as the employee remains in the continuous employment of the City but will remain constant despite any step increases or base hourly rate increases.

In the event that the City returns to the previous procedure whereby the City pays the employee portion of the retirement contributions or any part thereof, this additional salary payment shall cease.

ARTICLE XI
SICK LEAVE AND ABSENCES DUE TO ILLNESS

Section 1. Allowance

Any full-time employee contracting or incurring any non-service-connected sickness or disability, which renders such employee unable to perform the duties of his/her employment, shall receive sick leave with pay.

Full-time employees shall be eligible for sick leave after ninety (90) days service with the Employer.

Full-time employees shall be allowed one (I) day sick leave for each month of service. Sick leave shall be earned by an employee for any month in which the employee is compensated for fifty (50) or more hours of work

Employee may convert two (2) sick days to personal days per calendar year.

Section 2: Accumulation

Full-time employees shall start to earn sick leave from their date of hire, and they shall accumulate sick leave as long as they are in the service of the Employer. Sick leave may be accumulated up to a maximum of (120) days).

Section 3: Unused

Employees shall be compensated in cash for any accumulated unused sick leave when they are permanently separated from employment as a result of voluntary resignation, discharge, retirement, or death. In the event of death, payment is to be made to the estate of the employee.

The amount of payment for all unused sick leave is to be calculated at the employee's rate of pay in effect on the pay day immediately preceding the employee's separation.

Section 4: When Taken

When an employee finds it necessary to be absent for any of the reasons specified herein, he/she shall cause the facts to be reported to his/her department head thirty (30) minutes prior to the regular time for reporting to work.

An employee must keep his department head informed of his/her condition if the absence is more than three (3) days duration. An employee may be required to submit a medical certificate for any absence after the third (3rd) day in one usage.

Employees with an unacceptable attendance record must support any sick leave with an appropriate certification or verification by a local physician.

The initial determination of "acceptable" or "unacceptable" attendance record shall be made by the General Manager. When an employee's attendance record becomes "unacceptable," Employer shall notify both the employee and the Union. Any dispute over such classification shall be handled through the Grievance Procedure in Article V, herein.

After an employee has banked twelve (12) unused sick days, he/she has the option to either continue accruing such time or receiving in cash in December on a 1 to 2 ratio in accordance with the City's policy, all time which he/she elects to cash in for accumulated sick leave over twelve (12) days he/she must keep banked at all times.

An employee who completes ninety (90) calendar days without a chargeable absence occurrence under this policy shall have the absence occurrence that has been on his/her record the longest removed.

ARTICLE XII
JURY DUTY

When an employee is required to be absent from work because of Jury Duty, the employee shall be compensated for all hours lost at his/her regular straight time rate of pay.

Proof of the reason for and duration of said absence may be required

ARTICLE XIII
MATERNITY LEAVE

Maternity leave herein shall be governed by the general City policy.

ARTICLE XIV
FUNERAL LEAVE

In case of a death in an employee's family, the Employer will grant the employee time off with pay as follows:

Three (3) days- Current spouse, mother, father, children, brother, sister, grandparents.

Two (2) days - Current father-in-law, mother-in-law, brother-in-law, sister-in-law, daughter-in-law, son-in-law, grandchildren, uncle and/or aunt.

In situations where unusually long travel time is involved in connection with funerals of members of an employee's family, and employee may apply, in exceptional circumstances, for additional unpaid funeral leave, not to exceed a total of five (5) days. Such applications shall be made by the employee to his General Manager. If an employee shall be granted a leave of absence under this provision and fails to return to work as scheduled, he/she may be considered to have voluntarily terminated his employment, unless prior approval, for good cause, has been obtained from Employer.

ARTICLE XV
LEAVE OF ABSENCE

Section 1. Extended Leave of Absence

For good and sufficient reason shown, within the discretion of Employer, an employee may request and be granted a leave of absence without pay for causes other than sickness, or other causes covered by this Agreement. The granting of such a leave of absence shall be within the discretion of the Employer and shall not exceed a period of thirty (30) days. If an employee shall be granted a leave of absence under this provision and fails to return to work as scheduled, he/she will be considered to have voluntarily quit his employment, unless prior approval, for good cause, has been obtained from Employer.

Section 2. Union Conventions

Employer agrees that an employee covered by this Agreement, when elected to and serving in an office of the President, Vice-President, and/or a designee within the local Union organization, may be granted a maximum of thirty (30) days per calendar year (collectively) as paid leave for the purpose of attending Union conventions, Union conferences, and/or Union caucuses. No more than two (2) employees may use this leave at the same time.

However, in order to be awarded such time as paid leave, the elected union official must provide proof of the date and place of such participation to management within three days of the end of his/her attendance at such union organization event. Operational requirements are recognized by both parties and therefore any leave must be pre-approved by management. All such leave shall be requested two weeks prior to any Union convention, Union conference, and/or Union caucus start date.

ARTICLE XVI
VACATIONS

All fulltime employees shall be granted paid vacation time, with the right to draw normal straight time pay for the appropriate number of workdays, according to or based upon each employee's length of continuously paid service completed, as per the following schedule:

YEARS OF SERVICE	VACATION TIME
1 - 4 years	10 days
5 - 9 years	15 days
10 - 14 years	20 days
15 years	21 days
16 years	22 days
17 years	23 days
18 years	24 days
19 years or more	25 days

An employee may accrue up to nine hundred sixty (960) hours of earned vacation time and will be paid for all accrued vacation time, which has not been used, at time of retirement, separation, or death. All earned vacation accrued in excess of 960 hours must be taken during the year in which the vacation time accrued, or it will be lost. Should any employee of the City of Monroe be allowed to accrue more than 960 hours, the employees covered by this agreement shall be allowed the maximum allowed to be accumulated by any other city employee.

Holidays occurring during an employee's vacation shall not be charged against said vacation time, if said holidays fall within the employee's regular scheduled work week.

A vacation list will be posted by the fifteenth of December of each year, upon which each employee will note his/her preference or selection of vacation periods for which he/she is eligible. Each operator shall be allowed to split his/her vacation entitlement, if desired. Insofar, as requirements of efficient operation will allow, Employer will consider the seniority of each employee in allotting particular vacation requests, should conflicts of dates occur. Employees who have exhausted their sick leave may use vacation in lieu of sick leave with a doctor's excuse. The Employer may require a doctor's excuse in such a situation.

ARTICLE XVII
POSITION VACANCIES, REDUCTION IN FORCE, SEVERANCE PAY

Section 1. Position Vacancies

All new or vacant positions covered by this agreement shall be filled by the following procedure, to wit:

1. Any vacant position shall be posted and open to all internal applicants for a minimum period of five days.
2. After five days, if no internal candidate deemed qualified at management's sole discretion is hired; the position will open to external candidates.
3. In the event that there are multiple positions available, or an additional position becomes available within 30 days upon the first posting, the original job posting will serve as notice for the additional position.
4. All vacancies will remain posted until the job position has been filled or closed.

Section 2. Reduction in Force

Any reduction in force shall be accomplished by layoff or termination of the least senior employee in the job classification suffering a reduction as defined by city job code number. No bumping of employees shall be allowed in any position covered by this agreement, either within the Monroe Transit System or from other employees within the City.

Section 3. Severance Pay

Should it ever be necessary for the Employer to discharge an employee in connection with a program of a permanent reduction in force or layoff, all affected employees shall be entitled to at least two weeks' notice or two weeks, severance pay, in the event notice is not practical or possible, at the option of the Employer.

No severance pay and no established period of notice shall be required in connection with any temporary layoff or reduction in force. However, should a layoff or reduction in force begin as temporary and continue for more than one year, it shall be considered as permanent, and affected employees shall be entitled, under such circumstances, to payment of the equivalent of two weeks regular, straight time pay, as severance pay.

The provisions of this Article are not intended by the parties hereto as infringing upon or abrogating rights accorded either the parties hereto or employees under the Agreement entered into by and between the parties hereto, pursuant to Section 13(c) of the Urban Mass Transportation Act of 1964, as amended.

ARTICLE XVIII
DUES DEDUCTION AUTHORIZATION

The Employer agrees to honor requests from employees covered hereby, properly submitted and in a form acceptable to the Employer, for periodic deduction of actual amounts of membership dues which may be appropriate as a result of the membership of any employee in the Union. Such request or authorization shall be subject to cancellation by the employee submitting same, by the giving of not less than two (2) weeks' notice to the Employer.

Payment of dues to the Union is not and shall never be deemed a condition of employment, nor shall the giving of authorization for the deduction by the Employer of Union dues or the continuation thereof, is considered as a condition of employment.

ARTICLE XIX
EMPLOYMENT CONDITIONS

Section 1. Bidding of Runs

Operators will be permitted to choose their runs consistent with Article IV, Seniority. Bid for both operators and shop shall be posted December 1, April 1, and August 1 each year with bids to be announced and changeovers made on the last day of the month. Any full-time bus operator absent from work for thirty (30) days or more during a run (4-month period) will not be included on the next (new) run pick, unless the employee returns to full duty or presents a doctor's release before the new run pick begins. That operator will be placed on the Extra Board until the next run pick.

Any regular run or shop shift that becomes available will be posted for bids within three (3) days. Any regular run that becomes open for two (2) weeks or more due to illness, vacation, or employee departure will be filled by the Extra Board by seniority. If not selected by the senior person, the operator at the bottom of the Extra Board will have to fill that run until the regular operator returns, or a general markup is held, whichever event shall occur first. Any major change in routing scheduling or time paid of any regular run shall be cause for same to be put up for bid within three (3) days. The posting will close within five (5) days after the bid list has been posted and shall not rebid except for special circumstances as referred to in this Section.

Section 2. Medical Examination

All operators shall be required to have medical examination once each year as required by Employer. Operators shall be paid for the time required for the medical examination at their regular rate of pay, at a minimum of forty-five (45) minutes per examination. Any operator or operators failing to pass this examination made by the Employer examiner shall not be disqualified for service until examined by two (2) doctors. One doctor to be selected by the Union. Union shall pay its examiner. If after the above examination, any disqualifications are found and such conditions can be corrected by treatment, the employee, may, if his physical condition permits, continue in the service. If the employee is unable to work while undergoing treatment, he will be permitted to resume his services upon release by the attending physician.

Section 3. Transfer

It is agreed that no employee shall be transferred from one Department to another unless with the approval of both the Departments involved.

If an employee is appointed to a supervisory position, he/she shall retain his/her seniority rights up to six months and one day but, after promotion or transfer to the supervisory position, will not be a member of the Bargaining Unit and will no longer be covered by this Agreement, so long as he/she remains a supervisory employee.

Section 4. Uniform

All employees, at the completion of their probationary period, will receive a $400.00 uniform credit at an Employer-specified vendor. Thereafter, employees will receive an annual uniform credit of $400 each fiscal yar.

In the event that an employee wishes to purchase a uniform or parts of a uniform from a vendor other than the Employer's selected vendor after a vendor is selected, the employee may only do so with the written approval of Employer prior to purchasing the uniform. The circumstances where an employee may be allowed to use an alternate vendor are at the discretion of Employer and shall be limited to situations where the uniform or parts of the uniform are not available to the employee from the selected vendor (example: the selected vendor does not maintain the unform in the employee's size). In those circumstances, the Employee and Employer shall make arrangements for the purchase of the uniform or parts of the uniform. In no instance shall the purchase exceed the amount of the annual credit available to the Employee.

All employees are required to wear their uniforms neatly and with proper accessories while on duty. Optional Union patches may be displayed on the left sleeve of the uniform shirt and jacket but must be pre-approved by Employer.

The Union and Employer agree that the Employer may, within its discretion, provide employees with additional, optional uniform items, such as shirts, and may allow for the optional wearing of certain attire upon specified terms. The uniform requirements not outlined herein, including the wearing of optional attire, will be outlined in the uniform policy. The uniform policy shall be negotiated between the Employer and Union.

All logos, patches and company emblems are the sole discretion of the Employer and will be supplied to the employees at the Employer's cost and are the property of the Employer.

All employees shall receive a jacket every four (4) years, in addition to the annual uniform allowance.

Summer and winter uniforms shall consist of long sleeve or short sleeve shirts. Neckties are optional.

Section 5. Heat-Cool Cushions

There shall be sufficient heat provided for all operators on all buses during cold weather. A cool cushion shall be issued by the Department to each operator, who shall be responsible for same subject to normal use and wear. If the cool cushion issued to an operator should be lost, misplaced, or destroyed or damaged through neglect or misuse, the replacement thereof shall be the responsibility of the operator in question. When a cool cushion shall become unserviceable or unfit for further use simply by virtue of normal wear and use, it will be turned into the Department and replaced at no cost to the operator.

Section 6. Probationary Employees

Each new employee hired by the Employer shall be considered as a Probationary Employee for the first ninety (90) calendar days of his/her employment. Thereafter, if said employee is retained by Employer, his/her length of service for all purposes shall date back to the date of his original hiring. Probationary periods maybe extended by the Employer if circumstances warrant such extension.

Probationary employees shall not be covered by this Agreement.

Section 7. Commercial Driver's License

All bus operators and maintenance personnel must have or obtain a minimum CDL Class B with Passenger endorsement within 89 days of employment. The Employer shall pay license renewal fees as required but will not pay for initial license of employees not possessing required licenses upon hiring.

Section 8. Tool Allowance

All mechanics shall receive an annual tool allowance of $400.00, provided the tools are relevant to working at Monroe Transit, and verified by receipts within thirty (30) days of check issuance. The Monroe Transit General Manager, or his designee, will determine the relevancy of tools.

ARTICLE XX
MISSOUTS. SUSPENSIONS. DISMISSAL

Section 1. Missout

Employees arriving five (5) minutes or more late for work will be given a miss out and will not be allowed to drive their regularly scheduled run for that day unless no extra board operator is available.

Employees arriving four (4) minutes late for work will be given a late report and will be allowed to drive their regularly scheduled run for that day.

Disciplinary action for late reports and missouts is as follows:

LATE REPORTS

Offense	Action to be taken
2 Late Reports	1 Missout

MISSOUTS

Offense	Action to be taken
1 miss out in any 180-day period	Written Warming
2 miss outs in any 180-day period	3 day working penalty
3 miss outs in any 180-day period	5 day working penalty
4 miss outs in any 180-day period	Termination

An employee serving a suspension and called back to work before said suspension has expired shall be considered as having served his/her full time.

Section 2. Dismissal

The Employer agrees to act in good faith in the administration of discipline and the dismissal of employees. The Employer may impose discipline, up to and including termination, for just cause and in accordance with applicable due process requirements. Progressive discipline may be utilized at the Employer's discretion, with the level of discipline determined based upon the nature and severity of the offense and the surrounding circumstances.

The Employer agrees to notify the Union President or his/her duly appointed representative within two (2) days after the dismissal of any employee covered by this Agreement. Should the Union present a grievance in connection with a dismissal, the dismissal shall be reviewed under the terms of the Grievance Procedure as specified in Article V of this Agreement. The only exception to the notification provisions of this shall be that when an employee absents himself/herself without explanation for two consecutive working days, the Employer, at its option may terminate the said employee with simultaneous notice to the Union.

Section 3. Timing of Disciplinary Action

Any pre-disciplinary letter shall be issued no later than the end of employee's fifth working day following the incident leading to said possible disciplinary action, or following the Department's knowledge of same, whichever is the latter. The employee may be represented by no more than two (2) representatives at the pre-disciplinary hearing. A determination letter shall be issued within ten (10) working days following the pre-disciplinary hearing.

"Working days" shall be interpreted as meaning the weekdays of Monday through Friday, inclusive. Days in which employee is not scheduled to work, on sick leave or vacation leave do not count as a working day.

A Waiver of Representation in the form presented on May 22, 2019, will be attached each pre-disciplinary letter of an employee covered by this Agreement.

ARTICLE XXI
EXTRA BOARD

The Employer shall maintain an Extra Board for the purpose of providing replacement operators during vacations, illness, leaves, and other operational needs. The Employer will maintain at least 4 operators on the Extra Board; however, deviations may occur due to vacancies, absences, staffing shortages, training requirements, or other circumstances beyond the Employer's reasonable control.

Extra Board operators shall be guaranteed forty (40) hours per week provided they make all required reports and remain available for assignment. Available Extra Board work shall be distributed as equitably as practicable among Extra Board operators, taking into account employee availability, requested leave, qualifications, scheduling requirements, and operational needs.

In the event of insufficient Extra Board staffing, available work shall be offered to qualified full-time operators on an overtime basis, in order of seniority, to the extent practicable and consistent with operational needs. If sufficient coverage cannot be obtained through the Extra Board, voluntary assignment, or voluntary overtime, the Employer may utilize temporary, part-time, contract, or other qualified personnel as necessary to maintain service.

ARTICLE XXII
MISCELLANEOUS

SECTION 1. MILITARY LEAVE

A military leave of absence will be granted to employees who are unable to attend work due to service in the U. S. uniformed services in accordance with the Uniformed Services Employment and Reemployment Rights Act (USERRA) or as otherwise required under applicable state law. Advance notice of military service is required, unless military necessity prevents such notice, or it is otherwise impossible or unreasonable.

Military leaves of absence longer than two weeks will be unpaid according to applicable law; however, employees may use any available paid time off for the absence.

SECTON 2. SEVERABILITY AND SAVINGS CLAUSE

In the event any Article, Section or Portion of this Agreement should be held invalid and unenforceable by any Court of competent jurisdiction, such decision shall apply only to the specific Article, Section or Portion thereof specifically specified in the Court's decision; and upon insurance of such a decision, the Employer and the Union agree to immediately negotiate a substitute for the invalidated Article, Section or Portion thereof.

ARTICLE XXIII
GENERAL PROVISIONS

Pledge Against Discrimination and Coercion

The provisions of this agreement shall be applied equally to all employees in the bargaining unit without discrimination as to race, religions color, sex, sexual orientation, age, national origin, handicapping conditions, veteran status, marital status, or political affiliations. The Union shall share equally with the Employer the responsibility for applying the provisions of the Agreement.

All references to employees in this Agreement designate both sexes, and wherever the male gender is used shall be construed to include male and female employees.

The Employer agrees not to interfere with the rights of employees to become members of the Union, and there shall be no discrimination, interference, restraint, or coercion by the Employer or any Employer representative against any employee because of Union membership or because of any employee activity in an official capacity on behalf of the Union, or any other cause.

The Union assures that under its Non-Discrimination policy that no person represented under the provisions of this Agreement shall on the ground of race, religion, color, sex, age, national origin, sexual orientation, disability, veteran status, marital status, or political affiliations be excluded from participation in, be denied the benefits or, be subjected to discrimination under any of its programs or activities.

The Union recognizes its responsibility as bargaining agent and agrees to represent all employees in the bargaining unit without discrimination, interferences, restraint, or coercing.

ARTICLE XXIV
TRAINING

The Employer shall establish and maintain a training program for all Bus Operators, Maintenance personnel, and Customer Service Representatives. The Employer retains sole and exclusive authority to modify and administer training programs, standards, and requirements. The Employer shall determine employee qualifications, competency, and eligibility to perform job duties. No employee shall perform work for which they have not been deemed qualified by the Employer.

ARTICLE XXV
TECHNOLOGY AND SURVEILLANCE

This Article applies only to onboard cameras, surveillance systems, event recorders, telematics systems, GPS systems, and other vehicle-based monitoring, recording, sensing, or reporting technology installed in transit vehicles and does not apply to, limit, or restrict the Employer's use of facility security systems or other workplace technology.

The Employer may utilize onboard cameras, video surveillance systems, event recorders, telematics systems, GPS systems, onboard recording systems, driver safety systems, fleet management systems, and other vehicle-based monitoring, recording, sensing, or reporting technology, whether now existing or developed in the future, for legitimate business purposes, including safety, security, customer service, operational efficiency, policy compliance, investigations, training, and the protection of Employer property, employees, passengers, and the public.

The Employer will not utilize such technology in a manner that is arbitrary, discriminatory, retaliatory, or for the purpose of harassing employees. Reviews of onboard surveillance shall be reasonably related in scope to a legitimate business purpose, and the Employer shall not expand a review solely for the purpose of searching for unrelated misconduct. At no time shall the Employer utilize onboard surveillance technology for the sole purpose of searching for potential misconduct by a bargaining-unit employee unrelated to a legitimate business purpose.

The Employer may consider and act upon misconduct, policy violations, safety violations, or performance deficiencies reasonably observed during a legitimate review. A review shall not be deemed improper merely because unrelated misconduct is discovered. Minor violations unrelated to the purpose of the review ordinarily will be addressed through coaching, counseling, or retraining rather than formal discipline, unless the violation involves dishonesty, unlawful conduct, repeated misconduct, or creates a substantial and reasonably foreseeable risk of injury, property damage, a security breach, or material disruption of transit operations.

ARTICLE XXVI
SPECIAL EVENT SERVICE

Special event service consists of discretionary transportation services provided on a temporary basis for conferences, conventions, festivals, athletic events, community events, or similar activities that are not part of the Employer's regularly scheduled transit operations.

Special event assignments shall first be assigned to available Extra Board operators. If sufficient coverage cannot be obtained through the Extra Board, the assignments shall be offered to qualified bargaining-unit employees in order of seniority.

Nothing in this Article shall require the Employer to incur overtime or other premium compensation costs, create additional positions, or disrupt regular transit operations to provide special event service. To the extent the Employer elects to provide such service, eligible bargaining unit employees shall be used first and paid the applicable straight-time or overtime rate. If sufficient bargaining-unit coverage cannot be obtained on terms acceptable to the Employer under this Article, the Employer may assign the work to supervisors or other qualified personnel or may decline to provide the service.

The use of supervisors or other non-bargaining-unit personnel pursuant to this Article shall not constitute a violation of this Agreement, provided that such use conforms to this Article.

ARTICLE XXVII
EFFECTIVE DATE, CHANGES

RENEWAL AND/OR TERMINATION

The effective date of this Agreement shall be September ___, 2026.

This Agreement shall remain in full force and effect through December 31, 2030. Either party may terminate this Agreement effective December 31, 2030, by providing written notice to the other party not less than sixty (60) days prior to that date. Notice to the Union shall be provided to the President of Local 1160, and notice to the Employer shall be provided to the Mayor of the City of Monroe.

Beginning one hundred twenty (120) days prior to the expiration of this Agreement, either party may provide written notice requesting that the Agreement be reopened for collective bargaining negotiations concerning proposed changes or additions to the Agreement. Such notice shall include the general substance of the changes or additions proposed. Upon receipt of such notice, the parties shall promptly seek to establish a mutually agreeable time for representatives of the parties to meet and commence collective bargaining negotiations.

Unless timely notice of termination is provided as set forth above, this Agreement shall automatically renew for successive periods of one (1) year. During any renewal term, either party may provide written notice requesting that the Agreement be reopened for collective bargaining negotiations beginning one hundred twenty (120) days prior to the expiration of the then-current renewal term, subject to the same procedures set forth above.

IN WITNESS WHEREOF, this Agreement has been executed by the parties hereto in duplicate original, each of equal dignity and effect, on the day and date indicated.

AMAGAMATED TRANSIT UNION,
LOCAL DIVISION NO. 1160

____
President, Local 1160
Monroe, Louisiana

____
Vice President, Local 1160
Monroe, Louisiana

CITY OF MONROE, LOUISIANA

____
Friday Ellis, Mayor

ORDINANCE

STATE OF LOUISIANA
CITY OF MONROE

NO.______________

The following Ordinance was offered by ________________________, who moved for its adoption, and was seconded by ________________________:

AN ORDINANCE AUTHORIZING THE CITY OF MONROE TO TAKE CORPOREAL POSSESSION OF AND SELL TO SANDCO GROUP, LLC, ALL RIGHTS, TITLE, AND INTEREST IN AND TO LOT 23, SQUARE 55, UNIT 10, BTW ADDITION, 4011 BARLOW STREET, MONROE, LOUISIANA, ADJUDICATED TO THE CITY OF MONROE FOR NONPAYMENT OF AD VALOREM TAXES, PURSUANT TO LA. R.S. 47:2238.1 ET SEQ., AND FURTHER PROVIDING WITH RESPECT THERETO.

WHEREAS, the following described property:

Lot 23, Sq 55, Unit 10, BTW Addition
4011 Barlow St.
District 3
Ouachita Parish, Monroe, Louisiana
Parcel #50438

was adjudicated to the City of Monroe, Louisiana, for nonpayment of 2018 ad valorem taxes by instrument dated and filed June 11, 2019, in Conveyance Book 2584, Page 770, of the records of Ouachita Parish, Louisiana;

WHEREAS, the 2018 ad valorem taxes forming the basis of the adjudication were assessed by the City of Monroe against Bernidein R. Phillips;

WHEREAS, more than five (5) years have elapsed since the filing of the instrument evidencing the adjudication in the conveyance records of the Ouachita Parish Clerk of Court;

WHEREAS, SANDCO GROUP, LLC, has applied to purchase the property from the City of Monroe pursuant to La. R.S. 47:2238.1 *et seq.*;

WHEREAS, SANDCO GROUP, LLC, has deposited with the City the amount determined by the Tax Collector pursuant to La. R.S. 47:2238.2 to be sufficient to cover the expenses of the sale, including advertising, taxes due, and other costs associated with the sale;

WHEREAS, the amount deposited by SANDCO GROUP, LLC, is One Thousand Six Hundred Forty and 42/100 Dollars ($1,640.42), including Eight Hundred Sixty-Eight and 42/100 Dollars ($868.42) in parish and municipal taxes, with the remainder consisting of legal fees, advertising costs, mailing costs, filing and recordation expenses, and other costs associated with the sale;

WHEREAS, the City of Monroe has provided notice to the tax debtor and all other interested parties as required by La. R.S. 47:2238.3, including notice by registered or certified mail and publication in the official journal of the City of Monroe of the City's intent to take actual corporeal possession of the property and transfer ownership thereof to SANDCO GROUP, LLC;

WHEREAS, the property remains unredeemed, and the City desires to proceed with the taking of actual corporeal possession of the property and transfer of ownership to SANDCO GROUP, LLC, in accordance with La. R.S. 47:2238.1 *et seq.*; and

WHEREAS, the sale and transfer of the property shall be completed only upon satisfaction of the remaining requirements of La. R.S. 47:2238.1 *et seq.*, including the issuance of an order of possession and transfer of ownership by a court of competent jurisdiction pursuant to La. R.S. 47:2238.5.

NOW, THEREFORE, BE IT ORDAINED by the City Council of the City of Monroe, Louisiana, in legal session convened, that the City of Monroe is hereby authorized to take actual corporeal possession of and sell and transfer to SANDCO GROUP, LLC, pursuant to La. R.S. 47:2238.1 *et seq.*, all rights, title, and interest in and to the following described property:

Lot 23, Sq 55, Unit 10, BTW Addition
4011 Barlow
District 3
Ouachita Parish, Monroe, Louisiana
Parcel #50438

BE IT FURTHER ORDAINED that the Tax Collector and other appropriate City officials are hereby authorized to execute the affidavit required by La. R.S. 47:2238.4 and to take all other actions necessary or appropriate to obtain an order of possession and transfer of ownership pursuant to La. R.S. 47:2238.5.

BE IT FURTHER ORDAINED that, upon issuance of the order of possession and transfer of ownership pursuant to La. R.S. 47:2238.5, the Mayor, or his designee, is hereby authorized to execute an act of sale and any and all other documents necessary or appropriate to perfect the sale and transfer of the property to SANDCO GROUP, LLC, in accordance with La. R.S. 47:2238.1 *et seq.*

This Ordinance was introduced on September 8, 2026.

Notice published on the _____ day of September 2026.

This Ordinance having been submitted in writing, introduced and published, was then submitted to a vote as a whole, the vote thereon being as follows:

AYES:

NAYS:

ABSENT:

And the Ordinance was declared **ADOPTED** on the September 22, 2026.

____
CHAIRPERSON

____
CITY CLERK

____
MAYOR'S APPROVAL

____
MAYOR'S VETO

ORDINANCE

STATE OF LOUISIANA **NO.______________**
CITY OF MONROE

The following Ordinance was offered by ____________________________, who moved for its adoption, and was seconded by ____________________________:

AN ORDINANCE AUTHORIZING THE CITY OF MONROE TO TAKE CORPOREAL POSSESSION OF AND SELL TO SANDCO GROUP, LLC, ALL RIGHTS, TITLE, AND INTEREST IN AND TO LOTS 14 AND 15, SQUARE 34, UNIT 6, BTW ADDITION, 3912 WHITE STREET, MONROE, LOUISIANA, ADJUDICATED TO THE CITY OF MONROE FOR NONPAYMENT OF AD VALOREM TAXES, PURSUANT TO LA. R.S. 47:2238.1 ET SEQ., AND FURTHER PROVIDING WITH RESPECT THERETO.

WHEREAS, the following described property:

Lot 14 & 15, Sq 34, Unit 6, BTW Addition
3912 White St.
District 3
Ouachita Parish, Monroe, Louisiana
Parcel #51987

was adjudicated to the City of Monroe, Louisiana, for nonpayment of 2006 ad valorem taxes by instrument dated and filed July 20, 2007, in Conveyance Book 2097, Page 446, of the records of Ouachita Parish, Louisiana;

WHEREAS, the 2006 ad valorem taxes forming the basis of the adjudication were assessed by the City of Monroe against Elnor Mansfield;

WHEREAS, more than five (5) years have elapsed since the filing of the instrument evidencing the adjudication in the conveyance records of the Ouachita Parish Clerk of Court;

WHEREAS, SANDCO GROUP, LLC, has applied to purchase the property from the City of Monroe pursuant to La. R.S. 47:2238.1 *et seq.*;

WHEREAS, SANDCO GROUP, LLC, has deposited with the City the amount determined by the Tax Collector pursuant to La. R.S. 47:2238.2 to be sufficient to cover the expenses of the sale, including advertising, taxes due, and other costs associated with the sale;

WHEREAS, the amount deposited by SANDCO GROUP, LLC, is Four Thousand Three Hundred Forty-Five and 05/100 Dollars ($4,345.05), including Three Thousand Five Hundred Seventy-Three and 05/100 Dollars ($3,573.05) in parish and municipal taxes, with the remainder consisting of legal fees, advertising costs, mailing costs, filing and recordation expenses, and other costs associated with the sale;

WHEREAS, the City of Monroe has provided notice to the tax debtor and all other interested parties as required by La. R.S. 47:2238.3, including notice by registered or certified mail and publication in the official journal of the City of Monroe of the City's intent to take actual corporeal possession of the property and transfer ownership thereof to SANDCO GROUP, LLC;

WHEREAS, the property remains unredeemed, and the City desires to proceed with the taking of actual corporeal possession of the property and transfer of ownership to SANDCO GROUP, LLC, in accordance with La. R.S. 47:2238.1 *et seq.*; and

WHEREAS, the sale and transfer of the property shall be completed only upon satisfaction of the remaining requirements of La. R.S. 47:2238.1 *et seq.*, including the issuance of an order of possession and transfer of ownership by a court of competent jurisdiction pursuant to La. R.S. 47:2238.5.

NOW, THEREFORE, BE IT ORDAINED by the City Council of the City of Monroe, Louisiana, in legal session convened, that the City of Monroe is hereby authorized to take actual corporeal possession of and sell and transfer to SANDCO GROUP, LLC, pursuant to La. R.S. 47:2238.1 *et seq.*, all rights, title, and interest in and to the following described property:

Lot 14 & 15, Sq 34, Unit 6, BTW Addition
3912 White St.
District 3
Ouachita Parish, Monroe, Louisiana
Parcel #51987

BE IT FURTHER ORDAINED that the Tax Collector and other appropriate City officials are hereby authorized to execute the affidavit required by La. R.S. 47:2238.4 and to take all other actions necessary or appropriate to obtain an order of possession and transfer of ownership pursuant to La. R.S. 47:2238.5.

BE IT FURTHER ORDAINED that, upon issuance of the order of possession and transfer of ownership pursuant to La. R.S. 47:2238.5, the Mayor, or his designee, is hereby authorized to execute an act of sale and any and all other documents necessary or appropriate to perfect the sale and transfer of the property to SANDCO GROUP, LLC, in accordance with La. R.S. 47:2238.1 *et seq.*

This Ordinance was introduced on September 8, 2026.

Notice published on the _____ day of September 2026.

This Ordinance having been submitted in writing, introduced and published, was then submitted to a vote as a whole, the vote thereon being as follows:

AYES:

NAYS:

ABSENT:

And the Ordinance was declared **ADOPTED** on September 22, 2026.

____
CHAIRPERSON

____
CITY CLERK

____
MAYOR'S APPROVAL

____
MAYOR'S VETO

ORDINANCE

STATE OF LOUISIANA **NO.______________**
CITY OF MONROE

The following Ordinance was offered by ________________________, who moved for its adoption, and was seconded by ________________________:

AN ORDINANCE AUTHORIZING THE CITY OF MONROE TO TAKE CORPOREAL POSSESSION OF AND SELL TO SANDCO GROUP, LLC, ALL RIGHTS, TITLE, AND INTEREST IN AND TO LOT 13, SQUARE 34, UNIT 6, BTW ADDITION, 3908 WHITE STREET, MONROE, LOUISIANA, ADJUDICATED TO THE CITY OF MONROE FOR NONPAYMENT OF AD VALOREM TAXES, PURSUANT TO LA. R.S. 47:2238.1 ET SEQ., AND FURTHER PROVIDING WITH RESPECT THERETO.

WHEREAS, the following described property:

Lot 13, Sq 34, Unit 6, BTW Addition
3908 White St.
District 3
Ouachita Parish, Monroe, Louisiana
Parcel #74714

was adjudicated to the City of Monroe, Louisiana, for nonpayment of 2011 ad valorem taxes by instrument dated and filed July 6, 2012, in Conveyance Book 2295, Page 423, of the records of Ouachita Parish, Louisiana;

WHEREAS, the 2011 ad valorem taxes forming the basis of the adjudication were assessed by the City of Monroe against Eloise Emerson Wyatt;

WHEREAS, more than five (5) years have elapsed since the filing of the instrument evidencing the adjudication in the conveyance records of the Ouachita Parish Clerk of Court;
WHEREAS, SANDCO GROUP, LLC, has applied to purchase the property from the City of Monroe pursuant to La. R.S. 47:2238.1 *et seq.*;

WHEREAS, SANDCO GROUP, LLC, has deposited with the City the amount determined by the Tax Collector pursuant to La. R.S. 47:2238.2 to be sufficient to cover the expenses of the sale, including advertising, taxes due, and other costs associated with the sale;

WHEREAS, the amount deposited by SANDCO GROUP, LLC, is Two Thousand Three Hundred Ninety-Six and 64/100 Dollars ($2,396.64), including One Thousand Six Hundred Twenty-Four and 64/100 Dollars ($1,624.64) in parish and municipal taxes, with the remainder consisting of legal fees, advertising costs, mailing costs, filing and recordation expenses, and other costs associated with the sale;

WHEREAS, the City of Monroe has provided notice to the tax debtor and all other interested parties as required by La. R.S. 47:2238.3, including notice by registered or certified mail and publication in the official journal of the City of Monroe of the City's intent to take actual corporeal possession of the property and transfer ownership thereof to SANDCO GROUP, LLC;

WHEREAS, the property remains unredeemed, and the City desires to proceed with the taking of actual corporeal possession of the property and transfer of ownership to SANDCO GROUP, LLC, in accordance with La. R.S. 47:2238.1 *et seq.*; and

WHEREAS, the sale and transfer of the property shall be completed only upon satisfaction of the remaining requirements of La. R.S. 47:2238.1 *et seq.*, including the issuance of an order of possession and transfer of ownership by a court of competent jurisdiction pursuant to La. R.S. 47:2238.5.

NOW, THEREFORE, BE IT ORDAINED by the City Council of the City of Monroe, Louisiana, in legal session convened, that the City of Monroe is hereby authorized to take actual corporeal possession of and sell and transfer to SANDCO GROUP, LLC, pursuant to La. R.S. 47:2238.1 *et seq.*, all rights, title, and interest in and to the following described property:

Lot 13, Sq 34, Unit 6, BTW Addition
3908 White St.
District 3
Ouachita Parish, Monroe, Louisiana
Parcel #74714

BE IT FURTHER ORDAINED that the Tax Collector and other appropriate City officials are hereby authorized to execute the affidavit required by La. R.S. 47:2238.4 and to take all other actions necessary or appropriate to obtain an order of possession and transfer of ownership pursuant to La. R.S. 47:2238.5.

BE IT FURTHER ORDAINED that, upon issuance of the order of possession and transfer of ownership pursuant to La. R.S. 47:2238.5, the Mayor, or his designee, is hereby authorized to execute an act of sale and any and all other documents necessary or appropriate to perfect the sale and transfer of the property to SANDCO GROUP, LLC, in accordance with La. R.S. 47:2238.1 et seq.

This Ordinance was introduced on September 8, 2026.

Notice published on the _____ day of September 2026.

This Ordinance having been submitted in writing, introduced and published, was then submitted to a vote as a whole, the vote thereon being as follows:

AYES:

NAYS:

ABSENT:

And the Ordinance was declared **ADOPTED** on September 22, 2026.

____
CHAIRPERSON

____
CITY CLERK

____
MAYOR'S APPROVAL

____
MAYOR'S VETO

ORDINANCE

STATE OF LOUISIANA **NO.____________**
CITY OF MONROE

The following Ordinance was introduced by ________________________, who moved for its adoption, and was seconded by ______________________:

AN ORDINANCE AMENDING THE CITY OF MONROE OPERATING BUDGET FOR FISCAL YEAR 2026–2027 TO APPROPRIATE ADDITIONAL FUNDS FOR TRANSIT PERSONNEL COSTS AND VEHICLE INSURANCE PREMIUMS, AND FURTHER PROVIDING WITH RESPECT THERETO.

WHEREAS, Section 5-04 of the Monroe City Charter and La. R.S. 39:1310 authorize the amendment of the City's operating budget following its adoption;

WHEREAS, the City of Monroe is implementing compensation adjustments for employees of the Monroe Transit System that require corresponding amendments to the amounts budgeted for salaries and wages, payroll taxes, and pension expenses during Fiscal Year 2026–2027;

WHEREAS, the cost of insurance coverage attributable to the Monroe Transit System has increased beyond the amount included in the adopted Fiscal Year 2026–2027 Operating Budget, requiring an additional appropriation for insurance premiums; and

WHEREAS, the City must amend the Fiscal Year 2026–2027 Operating Budget for Fund 6001 – Transit to provide sufficient appropriations for these personnel and insurance expenses.

NOW, THEREFORE, BE IT ORDAINED by the City Council of the City of Monroe, Louisiana, in legal session convened, that the Operating Budget for Fiscal Year 2026–2027 is hereby amended for Fund 6001 – Transit by increasing or decreasing the following expenditure appropriations:

- Account No. 6001-4000-2403 6110.001 – Salaries & Wages – Regular: increase by Seventeen Thousand Five Hundred Twenty-Three and No/100 Dollars ($17,523.00), from $425,059.00 to $442,582.00;
- Account No. 6001-4000-2403 6220.001 – Payroll Taxes: increase by Two Hundred Thirty-Seven and No/100 Dollars ($237.00), from $6,986.00 to $7,223.00;
- Account No. 6001-4000-2403 6230.001 – Pension: increase by One Thousand One Hundred Sixty-Six and No/100 Dollars ($1,166.00), from $111,186.00 to $112,352.00;
- Account No. 6001-4000-3725 6110.001 – Salaries & Wages – Regular: increase by Three Thousand Three Hundred Forty-Eight and No/100 Dollars ($3,348.00), from $829,234.00 to $832,582.00;
- Account No. 6001-4000-3725 6220.001 – Payroll Taxes: increase by Forty-Eight and No/100 Dollars ($48.00), from $12,024.00 to $12,072.00;
- Account No. 6001-4000-3725 6230.001 – Pension: decrease by Six Thousand One Hundred Forty-Two and No/100 Dollars ($6,142.00), from $223,894.00 to $217,752.00;
- Account No. 6001-4000-3726 6110.001 – Salaries & Wages – Regular: increase by Twenty-Four Thousand Twenty-Four and No/100 Dollars ($24,024.00), from $374,504.00 to $398,528.00;
- Account No. 6001-4000-3726 6220.001 – Payroll Taxes: increase by Three Hundred Forty-Eight and No/100 Dollars ($348.00), from $5,431.00 to $5,779.00;
- Account No. 6001-4000-3726 6230.001 – Pension: increase by Three Thousand One Hundred Thirteen and No/100 Dollars ($3,113.00), from $101,117.00 to $104,230.00;

and

- Account No. 6001-4000-2403 6520.001 – Insurance: increase by One Hundred Seventy Thousand Seven Hundred Eight and No/100 Dollars ($170,708.00), from $668,980.00 to $839,688.00.

BE IT FURTHER ORDAINED that the foregoing personnel-related amendments result in a net increase of Forty-Three Thousand Six Hundred Sixty-Five and No/100 Dollars ($43,665.00), and the insurance amendment results in an increase of One Hundred Seventy Thousand Seven Hundred Eight and No/100 Dollars ($170,708.00), for a total net increase in Fund 6001 – Transit expenditures of Two Hundred Fourteen Thousand Three Hundred Seventy-Three and No/100 Dollars ($214,373.00).

BE IT FURTHER ORDAINED that the Mayor, Director of Administration, Chief Financial Officer, and other appropriate City officials are hereby authorized to make all accounting entries and take all other actions necessary or appropriate to implement the budget amendments authorized herein.

This Ordinance was introduced on September 8, 2026.

Notice published on ________________________________, 2026.

This Ordinance having been submitted in writing, introduced, and published, was then submitted to a vote as a whole, the vote thereon being as follows:

AYES:

NAYS:

ABSENT:

And the Ordinance was declared **ADOPTED** on September 22, 2026.

____
CHAIRPERSON

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CITY CLERK

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MAYOR'S APPROVAL

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MAYOR'S VETO

CITY OF MONROE

BUDGET AMENDMENT REQUEST

Department/Division	Transit
Fund	6001
Budget Revision #	2

Account Number	Account Name	Current Approved Budget	YTD Actual Revenue or Expenses Plus Encumbrances	Current YTD Balance	Change Requested (+ incr/-decr)	Proposed Amended Budget
REVENUES (Increases in fees, etc. require prior approval by council)						
				-		-
				-		-
				-		-
				-		-
				-		-
				-		-
				-		-
				-		-
TOTAL		-	-	-	-	-
EXPENDITURES						
				-		-
				-		-
6001-4000-2403 6110.001	Salaries & Wages - Regular	425,059	130,770	294,289	17,523	442,582
6001-4000-2403 6220.001	Payroll Taxes	6,986	3,510	3,476	237	7,223
6001-4000-2403 6230.001	Pension	111,186	34,162	77,024	1,166	112,352
6001-4000-3725 6110.001	Salaries & Wages - Regular	829,234	180,269	648,965	3,348	832,582
6001-4000-3725 6220.001	Payroll Taxes	12,024	3,067	8,957	48	12,072
6001-4000-3725 6230.001	Pension	223,894	47,514	176,380	(6,142)	217,752
6001-4000-3726 6110.001	Salaries & Wages - Regular	374,504	91,835	282,669	24,024	398,528
6001-4000-3726 6220.001	Payroll Taxes	5,431	1,550	3,881	348	5,779
6001-4000-3726 6230.001	Pension	101,117	24,049	77,068	3,113	104,230
				-		-
6001-4000-2403 6520.001	Insurance	668,980	-	668,980	170,708	839,688
				-		-
				-		-
						-
TOTAL		2,758,415	516,726	2,241,689	214,373	2,972,788
NET CHANGE		(2,758,415)	(516,726)	(2,241,689)	(214,373)	(2,972,788)

JUSTIFICATION:

APPROVALS

Department ______________________ Date __________

Budget ______________________ Date __________

Authorizing Official ______________________ Date __________

Form BA-3

ORDINANCE

STATE OF LOUISIANA **NO.____________**
CITY OF MONROE

The following Ordinance was introduced by _________________________, who moved for its adoption, and was seconded by _________________________:

AN ORDINANCE APPROVING THE ANNEXATION OF ±0.38 ACRES; EXTENDING AND ENLARGING THE BOUNDARIES OF THE CITY OF MONROE, LOUISIANA; PROVIDING FOR RECORDATION OF THE REVISED BOUNDARY; ESTABLISHING AN EFFECTIVE DATE; AND OTHERWISE PROVIDING FOR RELATED MATTERS.

WHEREAS, a petition for annexation (ANX 101-26) has been filed by Larry Bennett, the owner of certain property consisting of approximately 0.38 acres located at 115 Logan Lane, requesting that the City of Monroe extend and enlarge its corporate limits to include said property;

WHEREAS, the legal description of the property proposed for annexation is as follows:

Lot in Lot 11 Resub Ingleside Plantation beginning 550 feet south of DeSiard Street, South on line dividing Lots 11 & 12 50 feet, depth west 160 feet;

Lot in Lot 11 Resub Ingleside Plantation beginning 600 feet south of DeSiard Street, south on line dividing Lots 11 & 12 50 feet, depth west 160 feet;

(Parcel Nos. 70282 and 70276)

(115 Logan Lane)

WHEREAS, a zoning map amendment (MA 101-26) was contemporaneously filed with the petition for annexation seeking to designate the property as the R-1 (Single Family Residence) zoning classification;

WHEREAS, the property proposed for annexation is contiguous to the present corporate limits of the City of Monroe;

WHEREAS, the petition for annexation has been filed by the owner of the subject property in accordance with La. R.S. 33:172;

WHEREAS, the legal description and plat of the property proposed for annexation have remained on file in the office of the Clerk of the City of Monroe for more than ten (10) days prior to the adoption hereof;

WHEREAS, notice of the filing of the petition has been published in accordance with applicable law and all interested parties have been afforded an opportunity to be heard;

WHEREAS, the Monroe Planning Commission considered the annexation request and related zoning request at a duly noticed public hearing held on May 4, 2026, and recommended approval of both applications by a vote of 5-0-1;

WHEREAS, the property is presently located in Ouachita Parish and does not presently possess a municipal zoning classification;

WHEREAS, the City Council finds that annexation of the property and assignment of an R-1 (Single Family Residence) zoning classification are consistent with the City of Monroe Comprehensive Plan, compatible with surrounding residential land uses, and in the best interests of the City of Monroe and the orderly development thereof.

NOW, THEREFORE, BE IT ORDAINED, by the City Council, in legal and regular session convened, that:

Section 1. The corporate limits of the City of Monroe, Louisiana, are hereby extended and enlarged to include the following described property:

Lot in Lot 11 Resub Ingleside Plantation beginning 550 feet south of DeSiard Street, South on line dividing Lots 11 & 12 50 feet, depth west 160 feet;

Lot in Lot 11 Resub Ingleside Plantation beginning 600 feet south of DeSiard Street, south on line dividing Lots 11 & 12 50 feet, depth west 160 feet;

(Parcel Nos. 70282 and 70276)

(115 Logan Lane)

Section 2. Within ten (10) days after adoption of this Ordinance, the Clerk of the City of Monroe shall cause the description of the enlarged municipal boundaries, as amended by this annexation, to be recorded in the Conveyance Records of Ouachita Parish, Louisiana, in accordance with La. R.S. 33:171, *et seq.*

Section 3. The Clerk of the City of Monroe shall furnish a copy of this Ordinance, together with a map and written description of the annexed territory, to the Louisiana Secretary of State and the Ouachita Parish Registrar of Voters within the delays provided by law.

Section 4. This Ordinance shall become effective thirty (30) days after adoption and publication as required by law.

Section 5. Upon the effective date of this Ordinance, the Official Zoning Map of the City of Monroe, as described in Section 37-34 of the City of Monroe Comprehensive Zoning Ordinance, is hereby amended to classify the annexed property as R-1 (Single Family Residence), and the property shall thereafter be subject to all applicable zoning regulations of the City of Monroe; and

Section 6. Upon the effective date of this Ordinance, the annexed property shall be subject to all applicable ordinances, regulations, and taxation of the City of Monroe, Louisiana.

This Ordinance was introduced on August 25, 2026.

Notice Published on ______________________________, 2026.

This Ordinance having been submitted in writing, introduced and published, was then submitted to a vote as a whole, the vote thereon being as follows:

AYES:

NAYS:

ABSENT:

And the Ordinance was declared **ADOPTED** on September 8, 2026.

____
CHAIRPERSON

____
CITY CLERK

____
MAYOR'S APPROVAL

____
MAYOR'S VETO

PUBLIC HEARING

CITY OF MONROE PLANNING COMMISSION

May 4, 2026 City Hall Monroe, Louisiana

RE: ANX 101-26 **APPLICANT: Larry Bennett**

MOTIONED BY: Bishop Danny Hunt

SECONDED BY: Mrs. Pamela Hill

I move that the Planning Commission advise the City Council that after Public Hearing, the Commission finds that changing conditions in the area ***are*** sufficient to justify the above request for Annexation of a 0.38-acre tract of land, more or less. The property is currently located in Ouachita Parish. The property is located at 115 Logan Lane. The commission recommends this application be approved.

There was a majority vote of 5-0-1 for approval by the Planning Commission.

City of Monroe
Planning Commission

CASE NO.:	ANX 101-26
NAME OF APPLICANT:	**Larry Bennett**
SITE ADDRESS:	**115 Logan Lane**
COUNCIL DISTRICT:	3 (once annexed)

REQUEST: The applicant wishes to annex an approximately ±0.38-acre tract of land into the City Limits of Monroe, located at 115 Logan Lane.

SIZE OF PROPERTY: ±0.38-acre, more or less

PRESENT ZONING: Presently the property is located within the Parish and does not have a designated zoning classification. The applicant has a separate application to zone the property to the R-1 (Single Family Residence) District.

PRESENT USE: Residence

MOST NEARLY BOUNDED BY (STREETS): North of Blanks Street, south of DeSiard Street, east of Logan Lane and west of S. Inglewood Drive.

SURROUNDING LAND USES: The surrounding land use consists of residential in all directions.

ADVERSE INFLUENCES: N/A

POSITIVE INFLUENCES: The proposed request will allow obtain water and sewer services from the City of Monroe.

COMPREHENSIVE PLAN: Yes

COMMENTS/ RECOMMENDATIONS:

The applicant, Larry Bennett currently owns the property in question and wishes to annex a 0.38-acre tract of land, in order to tie into the City of Monroe's sewer and water services. This request will allow the applicant to continue to reside at the current location. This property abuts the Monroe City Limit line along the front property line. There is a separate application on the agenda to zone the property R-1 (Single Family Residence) District (MA 101-26). The property is located in Ouachita Parish and does not currently have a zoning designation. The requested zoning will allow for single family residential living, as a use-by-right, and will be submitted for Planning Commission review on May 4, 2026.

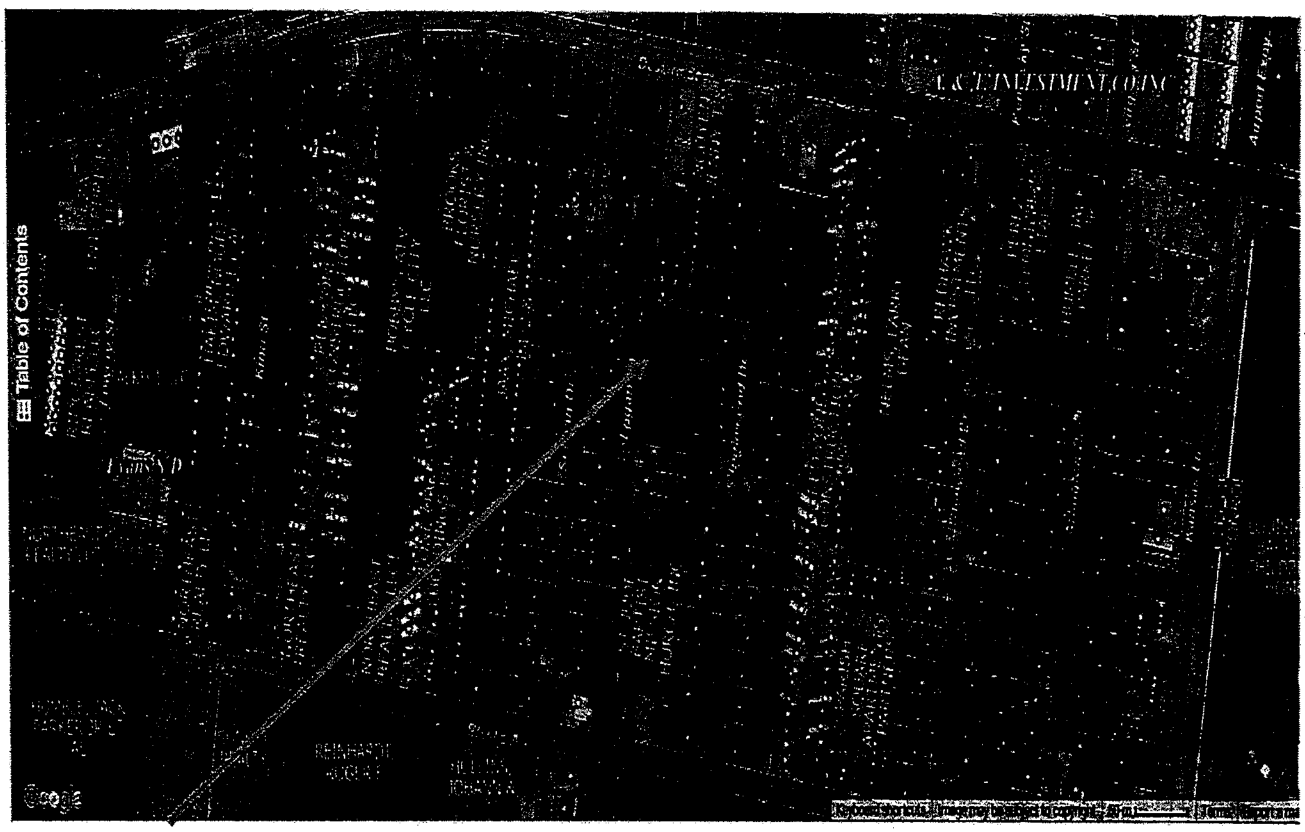
A letter has been sent to the Ouachita Parish Police Jury notifying them of this annexation petition.

OPTIONS:

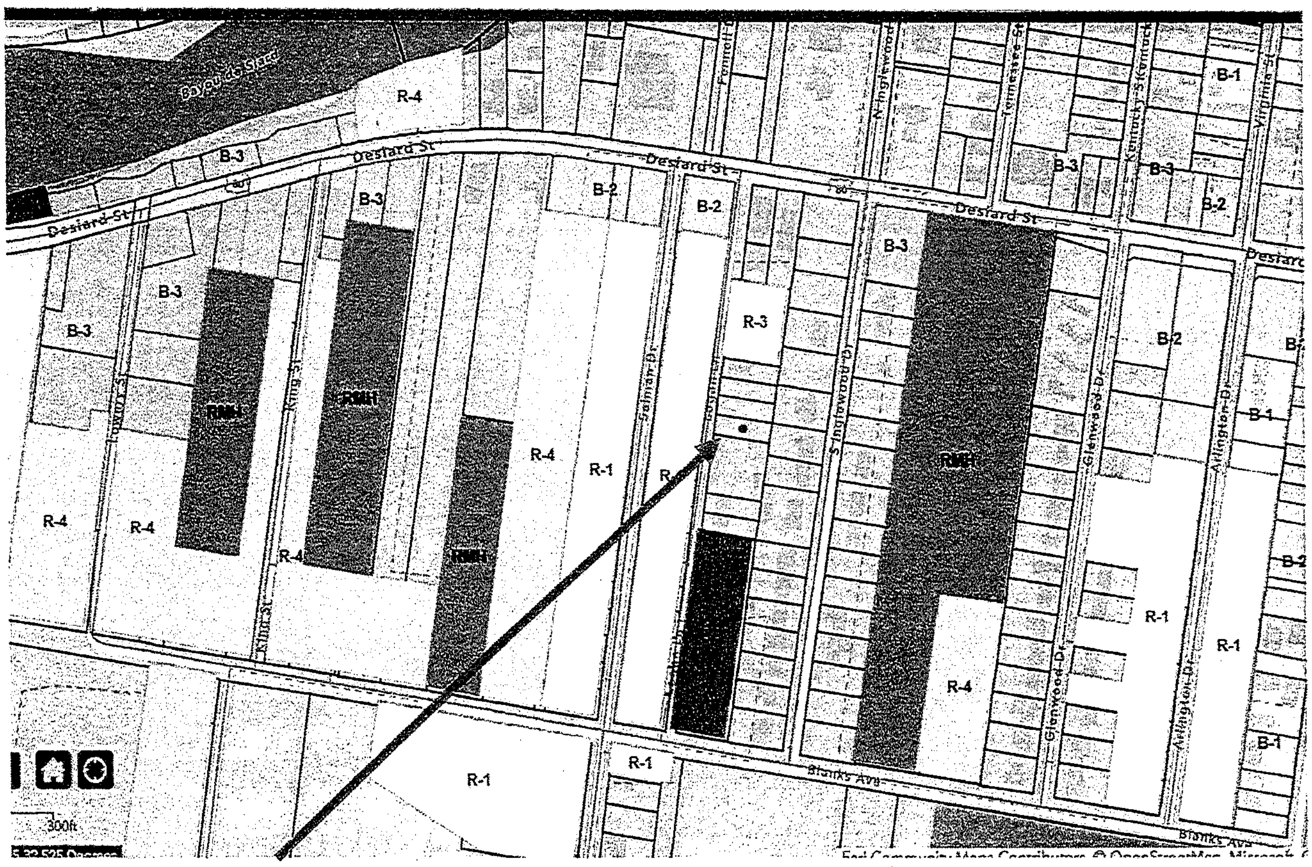
Approve the applicant's request to annex a ±0.38-acre tract of land into the City, as presented.

Deny the applicant's request to annex ±0.38-acre tract of land into the City, as presented.

115 Logan Lane



115 Logan Lane



115 Logan Lane

PUBLIC HEARING

CITY OF MONROE ZONING COMMISSION

September 9, 2024 City Hall Monroe, Louisiana

RE: MA 101-26 **APPLICANT: Larry Bennett**

MOTIONED BY: Bishop Danny Hunt

SECONDED BY: Dr. Pamela Saulsberry

I move that the Zoning Commission advise the City Council that after Public Hearing, the Commission finds that changing conditions in the area ***are*** sufficient to justify the above request to zone a 0.38-acre tract of land, more or less, from being located in Ouachita Parish to R-1 (Single Family Residence) District. This property is located at 115 Logan Lane. The commission recommends this application be approved.

The vote by the Monroe Planning Commission was 5-0-1 for approval.

City of Monroe
Planning Commission

Case No.:	MA 101-26
Name of Applicant:	**Larry Bennett**
Address of Property:	115 Logan Lane
Size of Property:	±0.38-acres
Present Zoning:	OS (Open Space)
Proposed Zoning:	Ouachita Parish
Council District:	3
Future Land Use:	Low Density Residential
Consistent to the Comprehensive Plan:	Yes

REQUEST: This is a request to zone a 0.38-acre tract of land from Ouachita Parish to the R-1 (Single Family Residential) District.

PRESENT USE: Residence

MOST NEARLY BOUNDED BY (STREETS): The property is located north of Blanks Street, south of DeSiard Street, east of Logan Lane and west of S. Inglewood Drive.

SURROUNDING LAND USES: The surrounding land use consists of residential in all directions.

ADVERSE INFLUENCES: N/A

POSITIVE INFLUENCES: The proposed request will allow obtain water and sewer services from the City of Monroe.

COMMENTS/ RECOMMENDATIONS:

The applicant would like to zone a 0.38-acre tract of land from being in Ouachita Parish to the R-1 (Single Family Residence) District. The purpose of the request is to allow the applicant to reside at the abovementioned location. The property is currently occupied with a single family residence. The R-1 (Single Family Residence) District will be the most appropriate zoning classification for the proposed subdivision development.

Approval is contingent upon ANX 101-26 for annexation of the property.

If this application is approved, the request will be forwarded for final approval by the Monroe City Council.

The City of Monroe will be able to provide water and sewer services for this proposed development.

The **Future Land Use Classification** for this area is **Low Density Residential Use.** This area is typically the base of the city, offering residences in densities of between seven units per acre. These areas include the currently developed city. This request is consistent with the comprehensive plan.

The Planning Commission and the City Council shall consider the following criteria in approving or denying a map amendment:

a. The proposed map amendment is consistent with the pertinent elements of the ***City of Monroe Comprehensive Plan*** and any other adopted plans.

b. The proposed map amendment is consistent with the adjacent zoning classifications and uses.

c. The proposed map amendment will reinforce the existing or planned character of the neighborhood and the City.

d. The site is appropriate for the development allowed in the proposed district.

e. There are substantial reasons why the property cannot be used according to existing zoning.

f. Public facilities and services including schools, roads, recreation facilities, wastewater treatment, water supply, storm water management, police and fire are adequate for the development allowed in the proposed district.

g. The map amendment will not substantially or permanently injure the appropriate use of adjacent conforming properties.

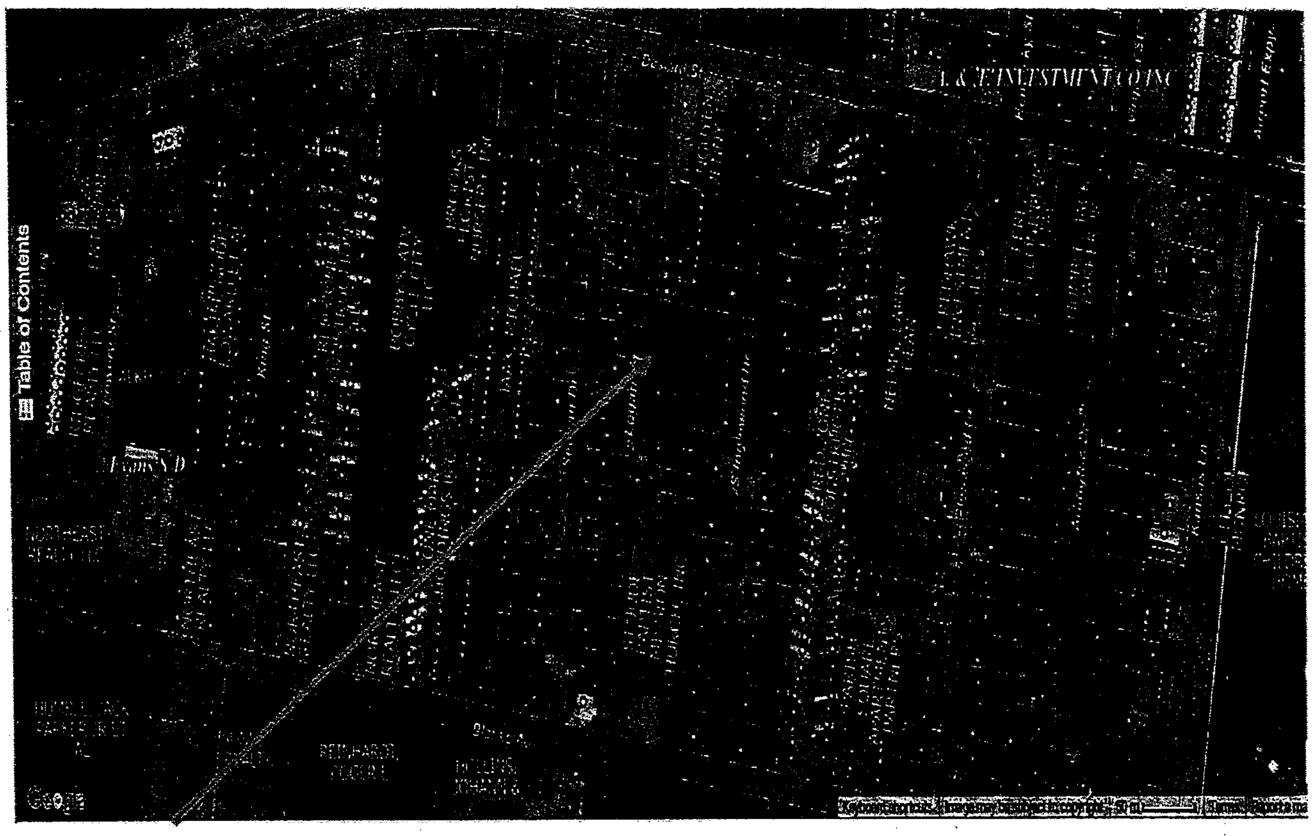
Effect of Denial

The denial of a map amendment application shall ban the subsequent application for the same or similar use at the same location for a period of twelve (12) months.

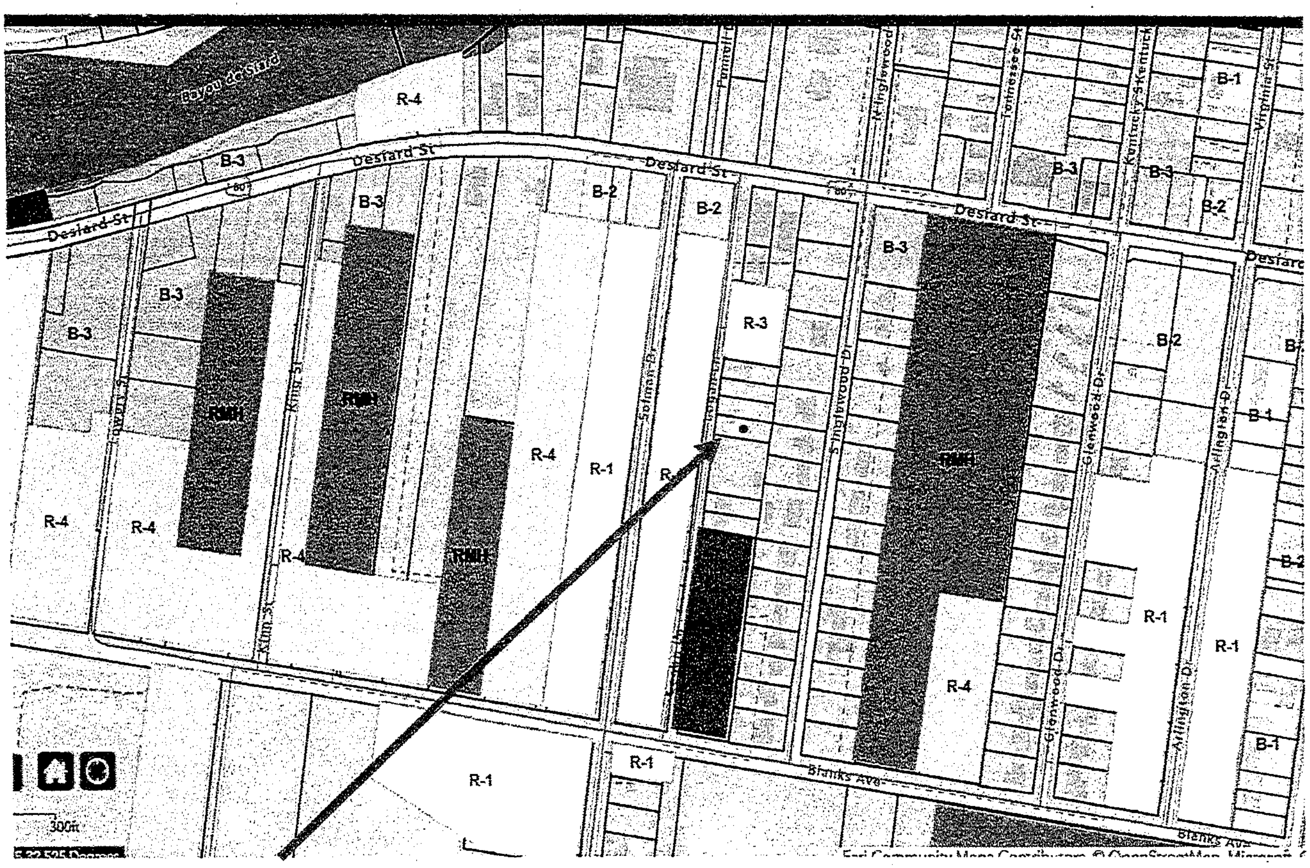
OPTIONS: Approve the applicant's request as presented.

Deny the applicant's request as presented.

115 Logan Lane



115 Logan Lane



115 Logan Lane

ORDINANCE

STATE OF LOUISIANA **NO.____________**
CITY OF MONROE

The following Ordinance was introduced by ________________________, who moved for its adoption and was seconded by ________________________:

AN ORDINANCE AMENDING SECTION 9-24 (PERMIT FEES) OF THE CITY OF MONROE CODE TO PROVIDE RELATIVE TO PERMITS FOR THE PLACEMENT AND TRANSPORTATION OF MOBILE HOMES, MANUFACTURED HOMES, BUILDINGS, AND OTHER STRUCTURES; TO REQUIRE APPLICABLE STATE LICENSURE; TO REQUIRE A TRANSPORT MOVING PERMIT FOR THE MOVEMENT OF CERTAIN STRUCTURES OVER PUBLIC STREETS, ALLEYS, AND RIGHTS-OF-WAY; AND FURTHER PROVIDING WITH RESPECT THERETO.

WHEREAS, Section 9-24 of the City of Monroe Code establishes permit requirements and fees for buildings, structures, mobile homes, and other construction-related activities within the City of Monroe;

WHEREAS, Section 9-24(i) presently requires a permit before a mobile home or trailer house may be placed or located for habitation or occupancy within the City;

WHEREAS, the City Council desires to update Section 9-24(i) to reflect the City's current administrative structure and the Permits and Inspections Division's responsibility for issuing such permits;

WHEREAS, the City Council further desires to ensure that persons and entities engaged in moving houses, buildings, manufactured homes, mobile homes, and other structures within the City possess all licenses required by applicable state law; and

WHEREAS, the movement of houses, buildings, manufactured homes, mobile homes, and other structures over public streets, alleys, and rights-of-way may affect public safety, traffic, and City infrastructure, and the City Council therefore desires to require a Transport Moving Permit before such movement occurs within the City.

NOW, THEREFORE, BE IT ORDAINED, by the City Council of the City of Monroe, in legal and regular session convened, that Section 9-24(i) of the Code of Ordinances of Monroe, Louisiana, is hereby amended to read as follows:

Sec. 9-24. Permit Fees

(i) No mobile home and/or trailer house shall be placed or located for habitation or occupancy within the city unless a permit shall have first been obtained from the Permits and Inspections Division approving such placement or location. Upon application for such permit, a fee in the amount of one hundred dollars ($100.00) shall be paid by the applicant.

BE IT FURTHER ORDAINED that Section 9-24 of the Code of Ordinances of Monroe, Louisiana, is hereby amended by adding subsections (k) and (l), to read as follows:

(k) No permit required by subsection (i) or (l) of this section shall be issued to any person, firm, or corporation engaged in the business of moving or transporting houses, buildings, manufactured homes, mobile homes, or other structures unless such person, firm, or corporation possesses all licenses required by applicable state law for the work to be performed, including, as applicable, licensure by the Louisiana Manufactured Housing Commission or the Louisiana State Licensing Board for Contractors. The applicant shall provide satisfactory evidence of such licensure upon request by the Permits and Inspections Division.

(l) No person, firm, or corporation shall move, haul, or transport any house, building, manufactured home, mobile home, or other structure over, along, or across any public street, alley, or right-of-way within the municipal limits of the City of Monroe without first obtaining a Transport Moving Permit from the Permits and Inspections Division.

BE IT FURTHER ORDAINED that all other paragraphs, subsections, subparagraphs, clauses, phrases, and words of Section 9-24 not specifically amended by this Ordinance shall remain unchanged and in full force and effect.

BE IT FURTHER ORDAINED that if any provision of this Ordinance is found invalid, the remaining provisions shall remain in full force and effect.

This Ordinance was introduced on August 25, 2026.

Notice published on _____, 2026.

This Ordinance having been submitted in writing, introduced, and published, was then submitted to a vote as a whole, the vote thereon being as follows:

AYES:

NAYS:

ABSENT:

And the Ordinance was declared **ADOPTED** on September 8, 2026.

____
CHAIRPERSON

____
CITY CLERK

____
MAYOR'S APPROVAL

____
MAYOR'S VETO

ORDINANCE

STATE OF LOUISIANA **NO.____________**
CITY OF MONROE

The following Ordinance was introduced by ________________________, who moved for its adoption and was seconded by ________________________:

AN ORDINANCE AMENDING SECTION 32.5-42 (DEFINITIONS) OF THE CITY OF MONROE CODE TO DEFINE WIRELINE TELECOMMUNICATIONS FACILITIES; ADDING SECTION 32.5-51 TO PROVIDE REGULATIONS GOVERNING WIRELINE TELECOMMUNICATIONS FACILITIES; AND FURTHER PROVIDING WITH RESPECT THERETO.

WHEREAS, Article IV of Chapter 32.5 of the City of Monroe Code establishes regulations governing telecommunications facilities and related infrastructure within the City of Monroe;

WHEREAS, the City Council desires to provide for the regulation of unmanned wireline telecommunications facilities and associated equipment and infrastructure;

WHEREAS, the City Council desires to establish zoning, permitting, setback, screening, landscaping, and plan requirements applicable to wireline telecommunications facilities; and

WHEREAS, the City Council further desires to provide additional review requirements for wireline telecommunications facilities located within residential zoning districts and designated historic districts;

NOW, THEREFORE, BE IT ORDAINED, by the City Council of the City of Monroe, in legal and regular session convened, that Section 32.5-42 of the Code of Ordinances of Monroe, Louisiana, is hereby amended by adding the following definition:

Sec. 32.5-42. Definitions.

Wireline telecommunications facility (WTF) means any unmanned facility, equipment building, transmission shelter, equipment pad, cabinet, major telecommunications regional junction, or similar facility established or used to transfer or boost voice, data, fiber, or images, including facilities housing transmission equipment, coaxial cables, fiber-optic cables, or related telecommunications equipment.

BE IT FURTHER ORDAINED that Article IV of Chapter 32.5 of the Code of Ordinances of Monroe, Louisiana, is hereby amended by adding Section 32.5-51, to read as follows:

Sec. 32.5-51. Wireline telecommunications facility (WTF).

(a) Wireline telecommunications facilities shall be permitted by right in all nonresidential use districts. A wireline telecommunications facility proposed within a residential zoning district shall require a Major Conditional Use permit pursuant to the procedure set forth in Section 37-130(f) of the City of Monroe Code.

(b) A wireline telecommunications facility proposed within a historic district shall obtain a Certificate of Appropriateness pursuant to Section 18.5-3 of the City of Monroe Code.

(c) Wireline telecommunications facilities shall comply with all zoning setback requirements applicable to commercial new construction within the zoning district in which the facility is located.

(d) All ground-mounted equipment pads, shelters, cabinets, and similar equipment associated with a wireline telecommunications facility shall be fully screened from public view in accordance with the applicable requirements of Section 37-76 of the City of Monroe Code and shall be accompanied by a continuous evergreen landscape buffer designed and maintained to obscure the facility from adjacent properties and public rights-of-way.

(e) A Commercial New Construction permit shall be required for each wireline telecommunications facility. All applications for such permits shall include HVAC/mechanical plans, electrical plans, stormwater management plans, and generator plans, as applicable to the proposed facility.

BE IT FURTHER ORDAINED that all other paragraphs, subsections, subparagraphs, clauses, phrases, and words of Chapter 32.5 not specifically amended by this Ordinance shall remain unchanged and in full force and effect.

BE IT FURTHER ORDAINED that if any provision of this Ordinance is found invalid, the remaining provisions shall remain in full force and effect.

This Ordinance was introduced on August 25, 2026.

Notice published on ______, 2026.

This Ordinance having been submitted in writing, introduced, and published, was then submitted to a vote as a whole, the vote thereon being as follows:

AYES:

NAYS:

ABSENT:

And the Ordinance was declared **ADOPTED** on September 8, 2026.

____
CHAIRPERSON

____
CITY CLERK

____
MAYOR'S APPROVAL

____
MAYOR'S VETO

ORDINANCE

STATE OF LOUISIANA **NO.________**
CITY OF MONROE

The following Ordinance was introduced by________________, who moved for its adoption and was seconded by _________________:

AN ORDINANCE APPROVING A COLLECTIVE BARGAINING AGREEMENT BY AND BETWEEN THE CITY OF MONROE AND THE INTERNATIONAL UNION OF OPERATING ENGINEERS, AFL-CIO, LOCAL 407.

WHEREAS, the collective bargaining agreement between the City and the International Union of Operating Engineers, Local 407 expires on December 31, 2025;

WHEREAS, the parties have agreed to the terms of a new, two-year collective bargaining agreement (2026-2027), which is attached hereto and made part hereof; and

WHEREAS, as required by La. R.S. 44:67.1, the collective bargaining agreement has been made available to the public on the City's website for at least five business days and public notice was disseminated informing the public of the date, time, and place of the meeting at which the agreement was considered for ratification.

NOW, THEREFORE BE IT ORDAINED by the City Council of the City of Monroe, Louisiana, in legal session convened, that the collective bargaining agreement, effective January 1, 2026, through December 31, 2027, by and between the City of Monroe and the International Union of Operating Engineers, Local 407 is hereby ratified and adopted.

This Ordinance was introduced on August 25, 2026.

Notice published on the _____ day of ___________________, 2026.

This Ordinance having been submitted in writing, introduced, and published, was then submitted to a vote as a whole, the vote thereon being as follows:

AYES:

NAYS:

ABSENT:

And the Ordinance was declared **ADOPTED** on September 8, 2026.

____
CHAIRPERSON

____
CITY CLERK

____
MAYOR'S APPROVAL

____
MAYOR'S VETO

WORKING AGREEMENT BETWEEN THE CITY OF MONROE

AND

LOCAL 407, INTERNATIONAL UNION OF OPERATING ENGINEERS, AFL-CIO

2026 – 2027

TABLE OF CONTENTS

WORKING AGREEMENT BETWEEN THE CITY OF MONROE AND LOCAL 407, INTERNATIONAL UNION OF OPERATING ENGINEERS, AFL-CIO

This Agreement is made between the CITY OF MONROE, herein represented by Friday Ellis, Mayor, hereinafter referred to as EMPLOYER, and Local 407. International Union of Operating Engineers, AFL-CIO, hereinafter referred to as UNION, representing employees of Employer's Water Treatment Plant, to-wit:

PREAMBLE

This Agreement is entered into by and between the Employer and the Union for the purpose of promoting the general efficiency of the public utilities of the City of Monroe, and to promote the morale, well-being and security of the employees of the Employer to the end that this agreement may achieve and maintain harmonious relations between the Employer and the Union and to provide for equitable and peaceful adjustment of differences which may arise, and to establish proper standard of wages, hours and other conditions of employment. The Union recognizes that it has an obligation and responsibility to promote the interest of the citizens of Monroe at all times.

ARTICLE I
RECOGNITION-BARGAINING

Section 1 The Employer recognizes the Union as the sole and exclusive collective bargaining agent for all employees in the classification of Operator A, Up-Grade Operator, Operator B, Operator Trainee, Electrician A, Electrician B, Maintenance A, Maintenance B, Utility A, Utility B, Lab Technician, Relief Lab Technician, Compliance Specialist, Electronics Technician, and Building Maintenance employed in the Water Treatment Plant of the City of Monroe, Louisiana, for purposes of collective bargaining with respect to rates of pay, wages, hours, and other terms and conditions of employment.

Section 2 Employer agrees to meet with Union for the discussion of either individual or general problems of mútual interest in the employer-employee relationship within fifteen (15) working days of written notice at a place of mutual convenience. Both parties hereto will at all times endeavor in such meetings to dispose by mutual accord of any questions or differences which may arise concerning this Agreement or concerning working conditions applicable to employees covered by this Agreement.

Section 3 Employer shall grant a leave of absence, not to exceed fifteen (15) days on any calendar year, to not more than two (2) employees at one time (and at such times as such employee can be spared from his work in the judgment of Management) to serve as delegate to any official meeting within the general organizational structure of the AFL-CIO and IUOE; provided that not more than two such leaves of absence shall be granted in any one calendar year. Such leave of absence shall be with pay; and shall not affect the employee's status with respect to seniority or any other benefits provided in this Agreement.

ARTICLE II
MANAGEMENT RIGHTS

All managerial rights are reserved to the Employer except as herein expressly limited. Subject only to the other provisions of this Agreement, the Employer reserves the right to utilize personnel and methods in the most efficient manner possible, to manage and direct the employees, including the right to hire, fire, promote and demote, classify, transfer, assign or retain employees in positions; to establish work rules, rules of conduct and regulations for employees covered by this Agreement; to take any appropriate disciplinary action against employees; to schedule work shifts and hours of work in a manner which does not conflict with other provisions of this Agreement; to lay off employees; to require physical and mental examinations of employees; to determine the size and composition of work forces; to determine the best methods and technology by which operations will be conducted; and to introduce new equipment and technology. The enumeration of certain management rights and functions above shall not be deemed to exclude other rights or functions of management not so enumerated.

ARTICLE III
STRIKES AND LOCKOUTS

Section 1 During the term of this Agreement there shall be no lock-out of employees by Employer and the Union shall not cause, engage in, or encourage, nor shall any employee cause, engage in, or encourage, any strikes, refusals to cross picket lines, sympathy strikes, work slowdowns, work stoppages, work interruptions, delays of work, sit downs, refusal to work overtime, nor mass false illnesses. The Union and the Employer understand and agree that during the term of this Agreement this Article is judicially enforceable by temporary and permanent injunction without regard to the nature or resolution of the dispute which gave rise to the conduct which violates this Article. The Employer shall have the right to require a medical examination by a physician of its choice of any employee or employees suspected of having false illnesses. Notice of such medical examination shall be given to an authorized representative of the Union and it shall be the Union's responsibility to secure attendance of the involved employees at said medical examination. Failure of the employee to submit to said medical examination shall be grounds for discipline. Any employee who violates this Article shall be subject to discipline by the Employer, including discharge.

Section 2 The Union recognizes the Employer's immunity from strike because of the paramount and vital public interest in the maintenance of water services to the citizens of the community served by Employer. Upon receipt of written notice by the Employer that employees covered by this Agreement are engaging in the conduct prohibited by **Section 1** above, the Union, its officers, agents and representatives shall take all possible action to end such unauthorized conduct. Such Union action shall include the conspicuous posting of notices on the premises of Employer and at all other locations where the Union customarily posts notices. The notices shall bear the signature of a duly authorized representative of the Union and shall state that a violation of the no-strike clause is in progress, that such conduct is willful failure to perform the duties of the employee's position in a satisfactory manner, and that all employees are instructed to return to work immediately.

ARTICLE IV
WORK SCHEDULE AND HOURS OF WORK

Section 1 The normal work week for all plant employees shall consist of five (5) days, commencing at 12:01 a.m. on Sunday. The normal work week for shift employee shall consist of seven (7) consecutive days, commencing at 12:01 a.m. on Sunday, to the extent that normal, efficient operations are not interfered with (under normal operations).

Section 2 A work day shall be the twenty-four (24) hour period beginning at 12:01 a.m. for all Water Treatment Plant employees (under normal operations).

Section 3 The normal hours of work for workers shall not exceed 40 hours in any workweek. Further, vacation/sick time do not count toward the calculation of overtime.

Section 4 The normal hours of work at present are:

Shift Workers (Operators and Trainees)

Day Shift	6:00 a.m. to 6:00 p.m.
Evening Shift	6:00 p.m. to 6:00 a.m.

Day Workers

Monday thru Thursday	6:00 a.m. to 4:30 p.m. (30-minute unpaid lunch)

OR

Tuesday thru Friday	6:00 a.m. to 4:30 p.m. (30-minute unpaid lunch)

Lab

Monday thru Friday	7:00 a.m. to 12:00 p.m. 12:30 p.m. to 3:30 p.m.

The schedule for Lab may be altered to match the schedule for Day Workers by mutual agreement between the Employer and Union.

Section 5 When an employee is called out for work, he shall receive a minimum of four (4) hours work at the applicable rate. For purposes of this Section, a call out shall be defined as work other than the employee's regular shift where the employee is contacted and comes to work with less than 24 hours' notice.

Section 6 If work of a higher paid classification is required of an employee, he shall receive the higher rate of pay for not less than three (3) hours in the higher paid classification in the work week. If an employee is temporarily required to work for a lower paid classification, his rate of pay shall not be changed or reduced.

Section 7 All employees' days off shall be consecutive to the extent that normal, efficient operations are not interfered with.

Section 8 Employees shall obtain and put away tools and other equipment and clean up premises on Employer's time.

Section 9 Operators shall be allowed to relieve thirty (30) minutes before shift changing time. Operators shall be allowed to swap shifts only with prior permission of Employer's manager or his assistant.

ARTICLE V
OVERTIME PAY

Section 1 The overtime pay provided for herein shall not be paid twice for the same hours worked; subject to this rule, the highest pay which can be computed under this contract shall be paid to the employees when work is performed in various premium pay periods. No hours of premium pay shall be used to get to 40 hours.

Section 2 Except as otherwise provided for special overtime pay in the following sections of this Article, compensation at the rate of time and one-half the regular hourly rate shall be paid for all hours worked in excess of forty (40) hours worked in a workweek.

Section 3 If for any reason an operator cannot report for scheduled duty (an emergency then exists in filling that position), the off-duty operator on his shift will be called to fill that position at a rate of time and one-half. The off-duty operator shall cover vacancies resulting from sick leave provided that the vacancy does not exceed two (2) consecutive days (under normal operations)

Section 4 Two times the regular hourly rate shall be paid for all work performed on the seventh (7) consecutive workday worked in a workweek provided the work performed is scheduled overtime.

Section 5 Payment for any fractional part of an hour shall be computed to the nearest half hour period.

Section 6 A relief or up-grade employee will be available for operating positions. All operators shall be compensated at the rate of 1 1/2 times for an eight (8) hour turn around (under normal operations) or 40 hours per week.

ARTICLE VI
CERTIFICATION PAY

Section 1 A system of certification incentive pay shall be in effect for all full-time plant employees to promote advancement in the State of Louisiana Department of Health and Hospitals certification program.

Section 2 After the effective date of this agreement, any employee who becomes eligible for certification incentive pay or who becomes eligible to move up to the next category of incentive pay shall begin accruing said incentive pay from the first day of the pay period immediately following the presentation and signing of the proper documents to the Mayor.

Section 3 Certification incentives shall be considered for purposes of calculating pension benefits. Deductions for pension purposes shall be made in the same manner as base pay pension deductions. However, incentive pay shall not be considered as base pay.

Section 4 Upon certification of passage of the Class III Water Treatment examination of the Louisiana Department of Health and Hospitals, an employee shall be paid ONE HUNDRED DOLLARS AND NO/100 ($100.00) per month above his base pay.

Section 5 Upon certification of passage of the Class IV Water Treatment examination of the Louisiana Department of Health and Hospitals, an employee shall be paid THREE HUNDRED AND NO/100 ($300.00) DOLLARS per month above his base pay. Beginning January 1, 2027, the amount of certification pay under this Section shall increase from THREE HUNDRED AND NO/100 ($300.00)

DOLLARS to THREE HUNDRED AND TWENTY-FIVE AND NO/100 ($325.00) DOLLARS per month above his base pay.

Section 6 To further promote the advancement in the State of Louisiana Department of Health and Human Resources certification program, an employee shall receive:

a) TWO HUNDRED AND SEVENTY-FIVE AND NO/100 ($275.00) DOLLARS per month above his base pay upon successful completion of an associate certification Class IV Water Production examination. Beginning January 1, 2027, the amount of certification pay under this Subpart shall increase from TWO HUNDRED AND SEVENTY-FIVE AND NO/100 ($275.00) DOLLARS to THREE HUNDRED AND NO/100 ($300.00) DOLLARS per month above his base pay.

b) TWO HUNDRED AND SEVENTY-FIVE AND NO/100 ($275.00) DOLLARS per month above his base pay upon successful completion of an associate certification Class IV Water Distribution examination. Beginning January 1, 2027, the amount of certification pay under this Subpart shall increase from TWO HUNDRED AND SEVENTY-FIVE AND NO/100 ($275.00) DOLLARS to THREE HUNDRED AND NO/100 ($300.00) DOLLARS per month above his base pay.

Section 7 When an employee in water treatment moves from Level III Certification to Level IV Certification, he forfeits all Class III Certification pay. An employee must present to the Director of the Department of Public Works documentation from the Louisiana Department of Health and Hospitals which satisfactorily evidences class certification.

Section 8. Employer agrees to pay for all schooling and exams required and necessary for employees to obtain their certifications. If an employee fails three (3) consecutive certification examinations in any certification class, the employer is no longer obligated to pay for schooling, examination preparation, or the cost of exams; nothing prevents the employer from exercising its discretion to pay for the costs of schooling, examination preparation, and the costs of exam for those employees that have failed thee (3) consecutive examinations, but such is not required.

Section 9. Employer agrees to let employees attend job related conferences, meetings and educational courses for the purpose of getting hours to keep up their certification, at such times as such employee can be spared from his work in the judgment of Management. Employer agrees to pay membership fees and all other costs of attending these programs pursuant to the Administrative Internal Travel Policy.

Section 10. Any employee who loses his or her class certification shall lose his or her eligibility for incentive pay and shall be required to return any applicable incentive pay received or accrued after the date of the loss of certification. It shall be his or her responsibility to pay all costs associated with re-certification unless employer discretion to pay for associated costs is exercised as outlined in Section 8 above.

ARTICLE VII
VACATION LEAVE

Section 1 Each employee covered by this Agreement shall be granted a paid vacation each twelve (12) month period.

Section 2 Vacations are to be taken during the calendar year. Vacations may be allowed at any time during the year and will be scheduled insofar as practical to suit the convenience of the employee, providing adequate fill-in personnel are available for the assignment of the vacated job. Vacation pay shall not be included toward the calculation of overtime pay.

Section 3 Holidays specified in this Agreement shall not be considered as part of an employee's vacation leave. If a holiday occurs during an employee's vacation leave, it will he treated as a regular holiday, and an extra day of vacation time will be allowed; or the employee will receive an extra day's pay in lieu of an extra day of vacation time, if called to work in the discretion and option of Management. A holiday not worked shall not be included in the calculation of overtime pay.

Section 4 Vacation leave may be accumulated from year to year, not to exceed nine hundred and sixty (960.0) hours.

Section 5 If an employee resigns or is otherwise terminated, he will receive pay as his established basic rate for the unused portion of his accrued vacation leave. In the event of death of an employee, any unused vacation benefits earned prior to the death of such employee shall be paid to the employee's beneficiary.

Section 6 All full-time employees shall be granted paid vacation time, with the right to draw normal straight time for the appropriate number of work days according to or based upon each employee's length of continuously paid service completed, as per the following schedule:

1st anniversary through 4th anniversary: 10 days
5th anniversary through 9th anniversary: 15 days
10th anniversary through 14th anniversary: 20 days
15th anniversary: 21 days
+ 1 Additional day for each year up to a maximum of 25 years.

ARTICLE VIII
HOLIDAY PAY

Section 1 Designated Holidays and Definitions:

New Year's Day
Martin Luther King Day
Good Friday
Memorial Day
Juneteenth
Independence Day
Labor Day
Thanksgiving Day
Christmas Day
Employee's Birthday
Veteran's Day

(Should a conflict exist with a public holiday and the employee's birthday, a substitute will be decided by the employee and his/her supervisor.)

Public Holiday: A "public holiday" is the date upon which the above-designated holidays usually and customarily fall. For example, Christmas is usually and customarily observed on December 25, and Labor Day is the first Monday in September.

Observed Holiday: An "observed holiday" is the date on which the City of Monroe celebrates or recognizes a public holiday that falls on a weekend. For example, if July 4th (Independence Day) falls on a Saturday, it is "observed" on the Friday before or Monday after as a holiday.

Local Declared Holiday: A "local declared holiday" is any date (in addition to the above-designated holidays) the Mayor, in his sole discretion, officially declares as a holiday for the City of Monroe. For example, the Mayor may declare the day after Thanksgiving as a holiday for City employees, and that date is to be considered a "local declared holiday."

Inclement Weather Day: From time to time the Mayor may declare an "inclement weather" day or partial day when severe or harsh weather conditions make it unsafe or impractical to travel, commute, work, or remain at work.

Floating Holiday: A "floating holiday" is non-compensable time given off from work as substitution for a public, observed, local declared holiday, or inclement weather day.

Section 2. Eligibility Requirements for Holidays

For each public, observed or local declared holiday, which falls between a Monday and Friday and occurs on a day in which the employee is normally scheduled to work, each employee shall receive as a holiday allowance eight (8) hours pay at his regular rate of pay provided he has worked his last regularly scheduled work day before and his first regularly scheduled work day after the holiday. Employees scheduled to work on a holiday who fail to do so, unless a leave of absence was pre-approved, shall not be entitled to holiday pay.

If a public, observed, or local declared holiday falls on an employee's regularly scheduled day off, the employee is not entitled to holiday pay but shall receive a floating holiday (equivalent to employee's normal work hours) to be used within six (6) months of the holiday.

Section 3. In addition to Section 2, the following will apply:

Employees required to work on a public holiday shall receive payment at the rate of time and one-half (1 ½) for all hours worked.

Employees required to work on an observed holiday shall receive payment at the rate of time and one-half (1 ½) for all hours worked.

Employees required to work on a local declared holiday, i.e. Friday after Thanksgiving, shall be paid at his/her regular rate of pay for hours worked and shall receive a floating holiday to be used within six (6) months of the local declared holiday. Floating holiday hours granted, up to eight (8) hours, ten (10) hours, or twelve (12) depending on length of normally scheduled shift, shall be equal to the number of hours worked.

Employees who work on a local declared holiday are not entitled to the holiday allowance described in Section 2.

For the purpose of administering the provisions of this Article, holiday pay and time shall apply to the shift beginning on the day which is celebrated as a holiday and shall continue to be applied throughout the shift even if the shift ends on the following day.

Section 4.

Straight Day Workers: Holidays falling on Saturday or Sunday will be observed either the Friday before or Monday after the holiday. No work will be performed on Labor Day except such as is necessary for the preservation of life or property.

Rotating Shift Workers: All Public Holidays will be observed on the day on which the Public Holiday occurs. For the purposes of holiday pay for Rotating Shift Workers, a Public Holiday will commence at 6:00 a.m. on the day of the Public Holiday and will end at the conclusion of the night shift at 6:00 a.m. the next day.

Section 5. Subject to the provisions of **Section 5** of Vacation leave or death in the immediate family, as hereafter defined, he shall receive the holiday pay; but not to exceed two (2) such holidays which coincide with absence due to one of the above stated causes within any calendar year; however, no employee shall receive pay for more than two (2) holidays in any calendar year under provisions of this **Section**, employee shall receive regular pay if the holiday falls on the employee's regular scheduled day off. Death in the immediate family means:

"CURRENT spouse, mother/mother-in-law, father/father-in-law, brother/brother-in-law, sister/sister-in-law, grandparents/children, aunt or uncle."

Death in the immediate family is further qualified as being the death of one of the above-named family members in the first and present status. For example, "brother-in-law" does not mean a brother-in-law from a divorced spouse and "aunt/uncle" means the sister/brother of the employee's mother/father.

Section 6. On inclement weather days, employees who are scheduled to work will be compensated for their regular shift, regardless of whether they are required to report to work. Employees who are required to work their scheduled shift on an inclement weather day shall, in addition to their regular compensation, receive a floating holiday equivalent to the number of hours worked on the inclement weather day. Employees who were not scheduled to work on inclement weather days and employees who are on scheduled or approved leave (e.g., sick, vacation, compensatory, FMLA, or otherwise) will not be eligible to receive a floating holiday.

ARTICLE IX
LONGEVITY PAY

All full-time plant employees shall be granted longevity pay in addition to his/her base pay on a monthly basis. Said longevity pay shall be based on service at the water treatment plant as follows:

Years of Service	Monthly Pay
Three (3) through five (5) years of continuous service	$125.00/monthly
Over five (5) through ten (10) years of continuous service	$175.00/monthly
Over ten (10) through fifteen (15) years of continuous service	$225.00/monthly
After fifteen (15) years of continuous service	$300.00/monthly

ARTICLE X
SICK LEAVE POLICY

Section 1 Regular, full-time employees accumulate paid sick leave credits based on continuous service. Upon completion of six (6) months of continuous employment, each regular, full-time employee will accrue sick leave credits equal to five (5) regularly scheduled work days. Upon completion of the next (6) months of such employment, each employee will accrue additional sick leave credits equal to five (5) regularly scheduled work days, less any sick leave taken. After the first year of employment each employee accrues one (1) day of additional sick leave credit upon completion of each calendar month up to a maximum of nine hundred sixty (960) hours. Sick leave shall be earned by an employee for any month in which the employee is compensated for fifty (50) or more hours of work.

Section 2 The net sick leave credits available to any employee at any given time may be computed by use of the above formula, and by subtracting the number of sick leave credits used. A physician's certificate must be supplied by the employee for three (3) or more consecutive days of illness under paid sick leave conditions.

Section 3 Accumulated sick leave in excess of twelve (12) days up to a maximum of ninety-six (96) hours may be traded or sold at the end of the calendar year; two (2) days of accumulated sick leave for one day's pay.

Section 4 If an Operator calls in sick, and his schedule was for two days, then the day will be offered to the off-duty Operators, in a preceding and succeeding fashion. If an operator's schedule was for three days, then the preceding operator will be offered the first two days and succeeding Operator offered the third day, unless there is a Relief Operator, who will work anything over two days. If a Relief Operator is not available, then the off-duty operators will cover the shifts.

ARTICLE XI
SENIORITY

Section 1 The provisions of this **Article XI** in its entirety, but this **Article XI** alone, shall apply to employees of Employer's plant covered by this Agreement.

Section 2 When two or more employees have the same hiring date, they shall toss a coin to determine order of their seniority.

Section 3 In the lay-off or hiring of employees by the Employer, Employer agrees that in a reduction of force such employees shall be laid off in the inverse order of qualifications and their department seniority rating.

Section 4 In the event any job classification is abolished, employees holding such jobs and having higher seniority rating shall have the right to displace employees with less seniority in the department in which they are working; provided that in the opinion of Employer's Management they are competent and qualified to perform the job or jobs in which they are displacing other employees; and provided, further, that such displacement will not disrupt plant operations.

Section 5 All new jobs created, or positions to be filled as a result of a vacancy, shall be filled according to seniority rating; provided that the employee entitled thereto by seniority rating shall be competent in the judgment of Management to perform the job in question. Whenever a job vacancy exists among the jobs/employees covered by this agreement, the Employer shall post notice of the vacancy in the particular department where it exists for a period of seven (7) days. At the expiration of the posting period, the senior employee covered by this Agreement who in the judgment of Management, is competent to perform the job in question and who has requested the same, must accept the opening. If within two (2) weeks the employee, in the opinion of the Employer, is not adapted to the job he may be removed there from and shall be returned to his former job. Upon such removal the job shall be reposted. The Employer may designate temporarily a person to fill any vacancy.

Section 6 Seniority rating lists will be established and maintained according to departments covered by this agreement. Revised seniority rating lists will be made by Employer as of January 2 and July 1 of each calendar year; and adequate copies of such list will be furnished by Employer to the Union for distribution to employees. Employees will have fifteen (15) days after delivery of such lists to raise any questions concerning the correctness thereof; and any employees on military leave will have thirty (30) days after their return from service to raise any questions concerning the correctness of such seniority rating lists.

Section 7 All new employees hired by Employer shall be considered as probationary' employees for the first one hundred eighty (180) days of employment. All employees having continuous employment of ninety (90) days or more shall establish seniority rights to be dated from his date the employee was hired. The provisions of this Article are applicable only to those who have acquired seniority. Probationary employees may be terminated by Employer at any time with or without cause and there shall be no recourse to the grievance procedure arising out of such termination.

ARTICLE XII
OCCUPATIONAL ACCIDENTAL INJURY

Section 1 Medical bills, hospital bills, nursing bills and drug bills will be paid by Employer in the case of an employee who is accidentally injured while engaged in the course of his employment and the performance of his duties pursuant to Louisiana's Workers' Compensation statues.

Section 2 An employee thus accidentally injured in the line of duty will also be paid full time at his regular hourly rate of pay while he is off work as a direct and proximate result of such accidental injury for a period not exceeding six (6) months (less the amount of Workers' Compensation indemnity benefits or similar payments by the Employer during such period); provided, however, that such employee may be reassigned to other duties within his physical capacities as determined upon recommendation of one of the designated physicians of Employer; but his regular hourly rate of pay shall not be reduced from that of the classification in which he was working at the time of his accidental injury, while so employed in lighter duties within this six (6) month period.

Section 2 (a). Employees, as outlined in Section 2 above, that are unable to report to work during the six month period shall remain at their residence or location where they have reported themselves to be recovering during the sick leave period. The employee will be permitted to engage in only the following activities upon notifying the Water System Manager or Plant Superintendent:

(1) To obtain medical attention or treatment at their physician's office, hospital, or clinic for treatment.

(2) To purchase medications prescribed by the physician.

(3) To purchase groceries for meals at their residence or place of confinement.

(4) To attend church.

(5) To vote.

(6) To attend the funeral of any relative or close friend.

(7) To engage in any limited activity specifically prescribed by an attending physician. (i.e. physical therapy).

Section 2 (b). In any event, when employees intend to be away from their residence or recovery location for the reasons listed in Section 2 (a), they shall notify their Water System Manager or Plant Superintendent of:

(1) The location they are going to;

(2) A telephone number at the location where they can be contacted, if

appropriate;

(3) The reason for their going to that location;

(4) The anticipated length of absence from their residence or location of recovery; and

(5) The members shall notify the Water System Manager or Plant Superintendent of their return to their residence or recovery location.

While on sick leave as outlined in Section 2, employee shall accept visits and/or phone calls from a supervisor to their place of recovery. If an employee is not properly logged away from their place of recovery, the employee may face disciplinary action.

Section 3 After the expiration of six (6) months from the date of such accidental injury in the line of duty, if the employee is still off work due directly and proximately to injury thus sustained, he shall then following such six (6) month period be entitled to receive such rate of compensation as is prescribed under the Louisiana Workmen's Compensation Law.

ARTICLE XIII
SUBMISSION OF GRIEVANCE

Section 1 Any employee shall be entitled to reasonable hearing by Employer of any claim of grievance on which the employee may wish to be heard; whether it concerns the terms of this Agreement or any other matter of employment relationships or working conditions; provided the employee asserting the grievance shall have first exhausted every reasonable effort in good faith to resolve the grievance through supervisory channels at the management level.

Section 2 Employer agrees that it will accord such grievance a hearing by the Director of Public Works; and a further hearing by the Mayor of the City of Monroe if the matter is not resolved at the first hearing. Employer shall not be required to hold further hearings on the same matter of grievance. The Plant Superintendent, the Department Head, any particular aggrieved employee, and the Union shall be entitled to appear and be heard at any such hearing without loss of pay. Others may be permitted to attend or be heard at any such hearing by mutual consent of Employer and the Union. Employer and Union agree to exercise every reasonable effort in good faith to resolve any such grievance to the mutual satisfaction of the parties affected. If it is found pursuant to this procedure that an employee has been suspended or discharged without a justification, such employee shall be reinstated with his seniority rights unbroken and shall be compensated for any wages lost as a result of the suspension or discharge or as otherwise may be agreed upon by the Employer and Employee.

ARTICLE XIV
JURY DUTY AND FUNERAL LEAVE

Section 1 An employee shall be excused for service on jury duty without loss of his regular rate of pay; provided that such paid jury duty leave shall be applicable only to such portions of any day, computed at no less than half a day, during which an employee shall be in attendance at court on jury call or in actual jury service. Employees whose attendance at work may justify excuse from jury duty will cooperate with Management in obtaining such excuse.

Section 2 In the event of death in the immediate family of an employee (as defined in Article VIII, Section 5), the employee shall be granted three (3) days leave of absence with full pay to make household adjustments, arrange for and/or to attend funeral arrangements. Immediate family shall be defined as: Current spouse, mother, father, brother, sister, grandparents and children. *Other relations:* In the event of death in the family of an employee, the employee shall be granted two (2) days of absence with full pay to assist in making arrangements and/or attending the funeral. Other relations shall be defined as: father-in-law, mother-in-law, brother-in-law, sister-in-law, daughter-in-law, son-in-law, grandchildren, uncle and/or aunt. *Unusual Circumstances:* In situation where unusually long travel time is involved in connection with funeral of employee's family member, employee may apply, in advance, for additional funeral leave, in exceptional circumstances. Total absence shall not exceed five (5) consecutive calendar days. An employee must attend the funeral to be eligible for the above benefits and must present proof of attendance.

Section 3 The provisions of this **Article XIV** providing for excused paid absences apply only when the particular absence covered by any part of this **Article XIV** otherwise conflicts with the employee's regular work schedule. No employee shall exceed ten (10) days of funeral leave in any calendar year.

ARTICLE XV
MISCELLANEOUS TERMS

Section 1 Employer agrees that at all times it will make reasonable provisions for the safety and health of its employees while on duty, by providing modern protective devices, safety equipment, safety apparel and such other equipment or devices as may be designed to promote the safety and physical welfare of its employees. Rain suits or slickers and boots will be furnished to all employees who are required to work outside.

Section 2 Employees shall be required and expected to comply with all operating rules of safety and good conduct as may be posted from time to time by Employer.

Section 3 Employer agrees that if an employee shall desire to undertake to improve his competence and ability for work related skills and such training has been pre-approved by the Employer, the Employer will pay on behalf of such employee the cost of such job training, provided the particular school from which such course is taken shall be first approved by the Employer; and provided that the employee taking any such job training course or training work passes the minimum requirements for satisfactory completion of any such course or training as provided for in the job description.

Section 4 Uniforms will be provided to all plant personnel between May 1st and June 30th, on a yearly basis (4 short sleeve shirts, 4 long sleeve shirts, 1 coat and 8 pair of pants), and insulated winterwear and/or Carhartts (at the option of the Employer) or bibs every other year as approved by the Plant Supervisor. Plant's welding personnel will be able to substitute regular uniforms for welding uniforms. Winter wear including bibs and safety boots will be provided to all full-time employees.

Section 5 When employees are required to work unscheduled overtime, they shall be furnished a meal as close to 7:00 o'clock p.m. as possible after overtime starts; a meal will be served every six (6) hours thereafter until employees are released from overtime duty because of the inability of employee to leave work site.

Section 6 Employer agrees to hold safety meetings on Friday morning of each week. Meeting time will go toward employees' certification hours if approved by D.H.H. (Department of Health & Hospitals) certification committee. Employer will make all reasonable attempts to schedule training to lead operators on his/her scheduled work day.

Section 7 Employer will maintain a safety net around water treatment basins to protect water treatment employees.

Section 8 Employer will be responsible for golf ball damage from Forsythe Golf Course to employees' vehicles while said vehicles are on the grounds of the water treatment plant.

ARTICLE XVI
GENERAL PROVISIONS

Section 1 Pledge against Discrimination and Coercion

The provisions of this agreement shall applied equally to all employees in the bargaining unit without discrimination as to race, religion, color, sex, age, national origin, handicapping conditions, veteran status, marital status, or political affiliations. The Union shall share equally with the Employer the responsibility for applying this provision of the Agreement.

All reference to employees in this Agreement designates both sexes, and wherever the male gender is used it shall be construed to include male and female employees.

The Employer agrees not to interfere with the rights of eligible employees to become members of the Union, and there shall be no discrimination, interference, restraint, or coercion by the Employer of any Employer representative against any employee because of Union membership or because of any employee activity in an official capacity on behalf of the Union, or for any other cause.

The Union assures that under its nondiscrimination policy that no person represented under the provisions of this Agreement shall on the ground of race, religion, color, sex, age, national origin, handicapping conditions, veteran status, marital status or political affiliations be excluded from participation in. be denied the benefits of or be subjected to discrimination under any of its programs or activities.

The Union recognizes its responsibility as bargaining agent and agrees to represent all employees in the bargaining unit without discrimination, interference, restraint or coercion.

ARTICLE XVII
JOB CLASSIFICATIONS AND RATES OF PAY

Then is attached hereto and made a part hereof exhibits marked for identification; **"Appendix A"** which sets forth the base hourly rates of pay of the job classifications covered by this Agreement as described in **"Appendix B"**. The rates of pay set forth in **"Appendix A"** shall be effective as of the date of the signing of this Agreement and shall remain in effect through the term of this Agreement, unless amended or modified by mutual consent of both parties.

ARTICLE XVIII
EFFECTIVE DATE AND DURATION

All Articles and Sections of this Agreement shall commence on January 1, 2026 and expire at the cease of work on December 31, 2027, unless otherwise amended or modified by the mutual consent of the parties, and this Agreement shall automatically be renewed for one (1) year terms in the absence of notice by a party to the agreement that it desires to modify or terminate the Agreement. No party to this Agreement shall modify or terminate this Agreement unless the party desiring such modification or termination serves a written notice upon the other party to the Agreement of the proposed modification or termination sixty (60) days prior to the expiration date of the Agreement. During the term of this Agreement, except as provided above, no part of the Agreement may be reopened for negotiations except on the agreement of both the Employer and the Union. The Agreement shall continue in full force and effect pending the outcome of negotiations.

THUS DONE AND SIGNED on ____________________, in the presence of the undersigned witnesses.

WITNESSES:

____
Print

____
Sign

____
Print

____
Sign

CITY OF MONROE

By: ______________________
Friday Ellis, Mayor

LOCAL 407, INTERNATIONAL UNION OF OPERATING ENGINEERS, AFL-CIO

By: ___________________________
Tamala Bailey, President

LOCAL 407 INTERNATIONAL UNION
OF
OPERATING ENGINEERS, AFL-CIO

APPENDIX A[1]

JOB CLASSIFICATION	WAGE RATE 2026-2027
OPERATOR A	23.61
UP-GRADE	23.07
OPERATOR B	23.07
OPERATOR TRAINEE	21.86
ELECTRICIAN A or (ELECTRICIAN INSTRUMENTATION A)	23.50
ELECTRICIAN B or (ELECTRICIAN INSTRUMENTATION B)	21.93
MAINTENANCE A	23.50
MAINTENANCE B	22.11
UTILITY A	20.40
UTILITY B	18.36
LABORATORY TECHNICIAN	23.62
RELIEF LABORATORY TECHNICIAN	23.07
RELIEF LABORATORY TECHNICIAN/COMPLIANCE SPECIALIST	23.07
ELECTRONICS TECHNICIAN	23.50
BUILDING MAINTENANCE	21.93

OPERATIONS SUPERVISOR [2]	30.26
ELECTRICAL SUPERVISOR or ELECTRICAL INSTRUMENTATION SUPERVISOR [2]	30.26
MAINTENANCE SUPERVISOR [2]	30.26
ADMINISTRATIVE ASSISTANT [2]	22.77

[1] Prior to January 1, 2005, the City paid the employee portion of the pension on behalf of all City employees. On January 1, 2005, the City terminated this practice and the employee began paying the employee portion of the pension. Any Employee that filled a classification before December 31, 2004, was given an increase of 9.25% based on gross salary to offset the pension amount.

[2] This classification is not a part of the bargaining unit and added solely for administrative convenience in showing all wages within the plant in the above classifications. These employees will also be eligible for longevity and certification pay if recommended and approved by the Director of Public Works

APPENDIX B

Operator A— has the responsibility for the treatment of subject water supply to conform to specifications set forth by the Environmental Protection Agency of the United States. Accomplishment of said treatment will be by operation of chemical process control equipment per instructions from the plant superintendent pursuant to the achievement of this task. Responsibility also includes control of the distribution system through instrument interpretation and control of valves and pumps to maintain pressures and water supplies as specified by the plant superintendent. Other duties are the supervision of plant personnel to maintain plant operation and to prepare and maintain records, reports, and charts of daily operation. Personnel acting in this capacity will acquire a Class IV certification in Water Treatment from the State of Louisiana.

Operator B — will assist the senior on-duty operator in maintaining plant operation as per instruction. Operator B must possess a Class III certification in water treatment, production and distribution as a minimum. Operator B must take and pass the test for Class IV certification once points are obtained and at that time he/she shall be promoted to Operator 'A'.

Up-Grade Operator — will meet the requirements of the Operator 'A' job classification and act as the relief operator. When not performing operational duties, the Up-Grade Operator will work in a maintenance capacity.

Operator Trainee — classification will be used only to designate status and pay for personnel training for operating positions. Will train under the supervision of the senior on-duty operator and assist the senior on-duty operator in maintaining plant operations as per instruction. Will participate in continuing education courses and once he/she obtains a Class II certification in water treatment, production and distribution, he/she shall be promoted to Operator 'B'.

All Electrician, Maintenance, and Utility personnel will be under the direct supervision of the plant superintendent and maintenance foreman.

Electrician A — will maintain and supervise personnel for the maintenance of all electrical systems and supplies including instrument grad technology.

Electrician B — will perform in a supervised capacity.

Electronics Technician — will be responsible for the installation, maintenance and repair of electrical and electronic systems and equipment pertaining to the operation of the Water Treatment plant and sub-stations.

Maintenance A — will maintain and supervise personnel for the maintenance of all mechanical systems, pumping stations, storage tanks, and other related duties.

Maintenance B — will perform in a supervised capacity.

Utility A — after ninety (90) days employment in this position, the employee will be upgraded to the classification he was hired to fill.

Utility B — with the exception of Operators and Operator Trainees, this position will be the base position for hiring, after ninety (90) days of employment in this position, the employee will be upgraded to Utility 'A'

Lab Technician — will gather and analyze samples of the water supply for the determination of quality to ensure it meets all rules, regulations, and guidelines set forth by the E.P.A. (Environmental Protection Agency) and the Louisiana Department of Health & Hospitals. This position works under the direct supervision of the Water Treatment Plant superintendent. Duties also include unloading and the supervision of personnel unloading chemicals and the preparation of chemicals used in the treatment of the water supply.

Relief Lab Technician — will gather and analyze samples of the water supply for the determination of quality. Duties also including unloading and the supervision of personnel unloading chemicals and the preparation of chemicals used in the treatment of the water supply, and all other related work as required.

Building Maintenance — responsible for building maintenance of water treatment plants and associated pumping stations. The ordering of supplies and materials for this purpose and the maintenance of grounds associated with these structures as directed by Plant Superintendent.

APPENDIX C

CITY OF MONROE
WATER TREATMENT PLANT

CERTIFIED OPERATORS AS OF OCTOBER 2025

Certified Operators	Water License Class		
	Production	Treatment	Distribution
Augustine, Jermiah	2	1	1
Badger, Denzell	2	1	3
Bailey, Tamala	4	4	4
Benton, Sean	4	4	4
Buford, Tyler	4	4	4
Charleston, Shaquille	4	4	4
Colson, Brian	4	4	4
Guice, Quintin	2	0	0
Goins, Mikeous	4	4	4
Hester, Emmanuel	1	1	1
Hunter, Shahriar	3	3	3
Massey, Michael	4	4	4
McLarrin, Kory	4	4	4
Morehead, Tomeykia	4	4	4
Morris, Nathan	4	4	4
Price, Joctovria	4	4	4
Queen, Shunterrious	0	1	0
Roberts, James	2	4	4
Scott, Clifton	4	4	4
Smith, Ronnie	4	4	4
Wiggins, Hunter	4	4	4
Wills, Christopher	4	4	4
Worthy, Timothy C.	2	2	1