Lewiston City Council
WORK SESSION AGENDA
March 4, 2024 - 3:00 PM
Lewiston Bell Building – Second Floor Conference Room – 215 D Street
Lewiston, Idaho 83501

Seating will be available on a first-come, first-served basis. All others who wish to observe this meeting may watch and listen to the livestream on their own device(s) by visiting the City of Lewiston's website at cityoflewiston.org.

I. CALL TO ORDER

II. PLEDGE OF ALLEGIANCE

III. CITIZENS COMMENTS

This is an opportunity for citizens to address the Council on agenda items or other items they wish to bring to the attention of the Council. Citizens are encouraged to discuss operational issues in advance with the Mayor. In consideration of others wishing to speak, please limit your remarks to three minutes.

IV. PRESENTATIONS

A. LEWISTON POLICE DEPARTMENT BADGE PINNING CEREMONY: Promoting Sergeant Chris Reese to Captain

V. DISCUSSION ITEMS

Please note that identifying an item as an "Action Item" does not require the City Council to vote on that item.

A. PAVEMENT MANAGEMENT REPORT - JANUARY 2024: A summary from Public Works Director Johnson of the various conditions of the City of Lewiston's pavement - Action Item

B. PERSONNEL POLICY: Review and discussion of the City of Lewiston's Personnel Policy - Action Item (Human Resources Director Province)

VI. UNFINISHED AND NEW BUSINESS

A. CITY COUNCILOR COMMENTS: Comments shall not be related to an item currently before the City Council or an item that may come before the City Council in the foreseeable future, and shall be limited to comments, not discussion.

B. CITY BOARDS AND COMMISSIONS LIAISON UPDATES

C. MAYOR COMMENTS

D. AGENDA TOPICS: - Action Item

VII. ADJOURNMENT - Action Item

The City of Lewiston is committed to providing access and reasonable accommodation in its services, programs, and activities and encourages qualified persons with disabilities to participate. If you anticipate needing any type of accommodation or have questions about the physical access provided at this meeting, please contact the City Clerk's Office at least forty-eight (48) hours in advance of the meeting at 208-746-3671, ext. 6202.

CAPTAIN

BADGE PINNING

Please join us in congratulating Sgt. Chris Reese on his promotion to Captain!

His badge pinning will take place at the City Council Work Session

Date: March 4, 2024

Time: 3:00 pm

Bell Building
2nd floor conference room
215 D Street

Chris Reese

CITY COUNCIL MEETING
AGENDA ITEM SUMMARY

ITEM TITLE PAVEMENT MANAGEMENT REPORT - JANUARY 2024	**AGENDA NO.** V. A. **AGENDA DATE:** March 4, 2024

ITEM SUMMARY (Background, Discussion, Key Points, Recommendations, etc.)

Due to the exorbitant expense of constructing a road, one of the City's top priorities is to maintain the existing transportation infrastructure. New roadways require little maintenance, but as a roadway ages, it is critical to conduct preventive maintenance to ensure that the pavement remains in good condition. If this preventative maintenance does not occur, the pavement condition will degrade to the point that more expensive rehabilitation is required with the worst case scenario being an entire reconstruction of the roadway.

Chapter 4 of the 2020 Lewiston Transportation Plan recommended that the City evaluate overall Pavement Condition Index (PCI) on a regular basis to confirm whether or not annual preservation funding levels are maintaining the overall pavement condition of the City's infrastructure in order to inform future maintenance and improvements to the current transportation network condition.

In March 2023, the Lewis-Clark Valley Metropolitan Planning Organization (LCVMPO) approved a contract for the City of Lewiston Pavement Assessment which intended to provide a standardized rating for all City of Lewiston maintained streets. The consultant selected to do this work was Infrastructure Management Services (IMS). IMS utilized a specialized van that recorded the pavement condition while they drove all of the city streets, analyzed the data collected, and produced the *Pavement Management Report – January 2024* ("Report").

BUDGET IMPACT (Identify any or all impacts this proposed action would have on the City budget and/or personnel resources)

Each street segment is rated and assigned a Pavement Condition Index (PCI) Rating. This rating is standardized and scored from 0 to 100, with 0 being the worst and 100 being the best. The Report outlines the methodology on how the streets were scored, Lewiston's overall scores, the criteria for how each street classification (e.g. arterial, collector, etc.) was scored, and an appendix listing the ratings for all street segments of the transportation system.

The data collected with this Report has been integrated into the Public Works asset management software (Cartegraph) and will help better prioritize future pavement preservation efforts. The data will be able to be updated as projects are completed within the system.

City staff will share highlights and summarize the Report for the City Council and the public during this meeting. Key points will include:

- General pavement preservation strategies and practices;
- A summary of the various conditions of the City of Lewiston's pavement; and
- How this data will be used in future decision making.

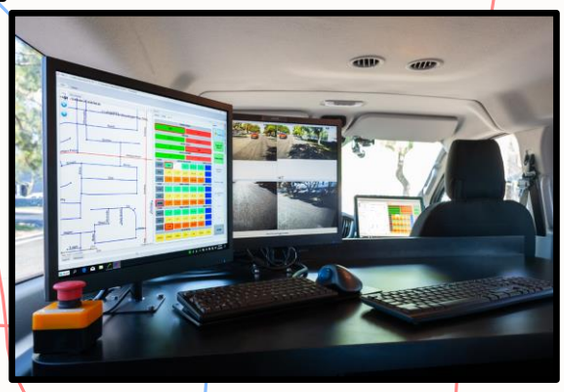
ACTION PROPOSED

Staff is not requesting any formal action but wanted to share the Report findings and its application in pavement preservation efforts and future budget considerations.

Lewiston, ID

Pavement Management Report

January 2024



CITY OF LEWISTON
EXPLORE
IDAHO'S FIRST CAPITAL
1861

IMS
POWERED BY ICC

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Appendix A — **Street Inventory and Condition Summary by Segment**
Appendix B — **5-Year Rehab Plan**
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APPENDED MAPS

Functional Classification
Current Pavement condition index (PCI)
5 Year Rehabilitation Plan: $2.5M Annual Budget
5 Year Post Rehabilitation PCI: $2.5M Annual Budget

1.0 EXECUTIVE SUMMARY

1.1 Project and Methods Overview

In May of 2023, IMS Infrastructure Management Services (IMS) utilized a cutting-edge Integrated Road Information System (IRISpro Pave) (**Figure 1**) to capture continuous, high-resolution pavement images that were used to assess pavement cracking, rutting, and roughness on 209 centerline miles of predominantly asphalt roadways in Lewiston, ID (City). IMS followed the American Society for Testing and Materials (ASTM) D6433 standard to analyze the images and distress data collected by the IRISpro to determine the Pavement Condition Index (PCI) for each segment of the road. PCI values were recorded to provide an indication of the surface conditions and structural integrity of a pavement.

Using the ESA pavement management system, IMS developed multi-year pavement maintenance and rehabilitation (M&R) recommendations for the roadways surveyed. The recommendations consider the severity, quantity, and type of pavement distresses, surface type, pavement strength and functional class. By utilizing these recommendations, the City can make informed decisions on how best to allocate their resources to ensure the longevity and safety of their roadways.

Figure 1 - IMS Integrated Road Information System platform (IRISPro Pave)

The Pavement condition index (PCI) method was used in accordance with the American Society for Testing and Materials (ASTM) D6433 to assess the condition of the City's pavements. This method is considered a standard, objective, and repeatable approach to assess pavement condition, which is preferrable to alternative methods that rely upon potentially biased human ratings. Based on the PCI results, ESA prioritizes funding using a cost-of-deferral approach, recommending M&R activities that optimize funding by selecting rehabilitation candidates only when they approach the critical point where a heavier maintenance activity will soon be needed to restore the roadway to full service.

The analysis and data presented in this report are based on the inspections performed by IMS in May, 2023 on the City's pavement network, using available work history and other assumptions that are elaborated on later in this report. Pavement segments were deteriorated using the defined pavement deterioration models to reflect the conditions of the roadways at the time of analysis, January 2024.

1.2 Results Overview and Recommendations

PCI values provide an indication of the surface conditions and structural integrity of a pavement. The 0–100 PCI range is commonly divided into categories using descriptive terms: *Very Poor*, *Poor*, *Marginal*, *Fair*, *Good*, *Very Good*, and *Excellent*. Divisions between the terms are not fixed but are meant to reflect common perceptions of pavement conditions. These divisions are discussed in more detail in Section 3.0.

The City's roadways were found to be in *Very Good* condition **with an average PCI of 81**. **Figure 2** provides a visual breakdown of the distribution of pavement area across different PCI categories at the time of analysis. Approximately 77% of the City's roadways were found to be in *Excellent* or *Very Good* condition. If structurally sound, these pavements are often suitable candidates for cost-effective preventive maintenance treatments. On the other hand, pavements with a PCI below 40 (i.e., pavements in *Poor* or *Very Poor* condition) comprise the City's "backlog" of M&R. The **City's backlog was found to be 2%.** These pavements typically require full or partial reconstruction. Pavements falling within the middle categories, such as *Fair* or *Marginal* condition, often benefit from mill and overlay projects. It's important to note that these are general recommendations, and the specific M&R strategy may vary based on factors such as distress types, soil conditions, structural adequacy, and other project-specific details.

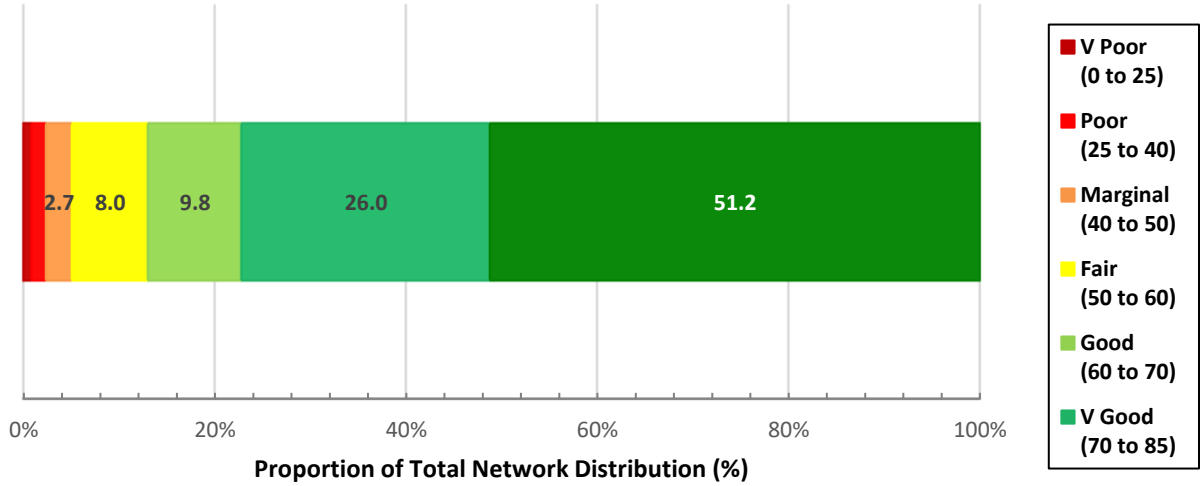

Figure 2 - Distribution of the City's Pavement System on a Condition Scale

The analysis conducted by IMS using the ESA Pavement Management System has provided the City with valuable insights into the condition of its roadways. To assess the effect of annual budget on PCI over a five-year period, **Figure 3** has been generated to depict the anticipated PCI in five years relative to different annual budget allocations. The blue line allows the user to assess the effect of a given annual budget on the PCI in five years, serving as a valuable tool for understanding the potential effects of budget decisions on future pavement conditions.

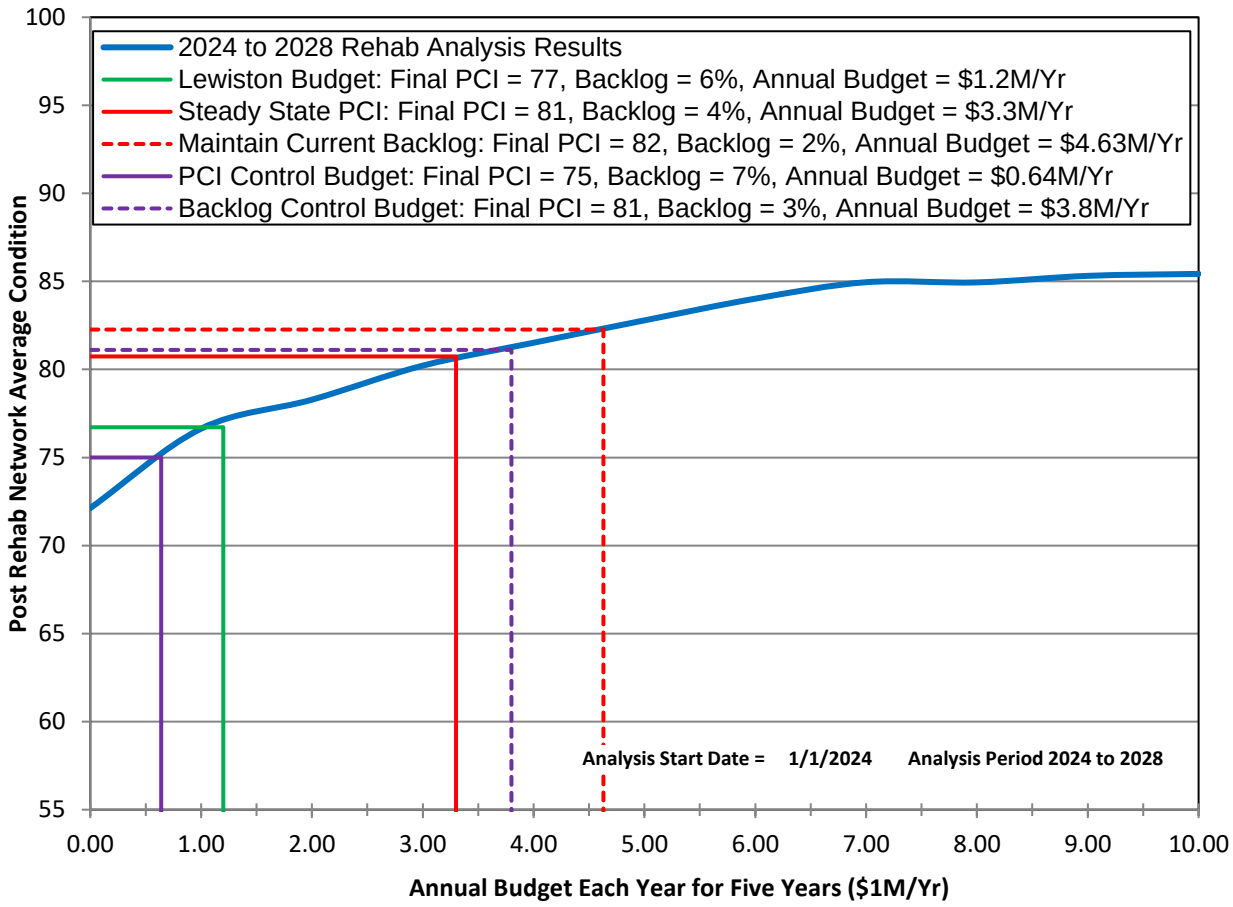

Figure 3 - PCI Based on Five-Year Annual Budget Funding Models

It is important to note that the information presented in the Executive Summary is condensed from various sections of this report. Reviewers are encouraged to familiarize themselves with the detailed information provided in subsequent sections of the report prior to making any specific decisions based on these results. This will ensure that decisions regarding M&R activities are based on a comprehensive understanding of the conditions of the roadways and the recommendations provided in the report.

2.0 PRINCIPLES OF PAVEMENT MANAGEMENT

This section provides an overview of pavement management, including its objectives and the best practices for M&R planning throughout the lifecycle of a pavement. It also highlights the integration of these concepts in the ESA pavement management system, which was used in this report to develop recommendations and analyze the City's pavement network. This context is important for understanding the content and findings of the report.

2.1 Pavement Management Principles

Pavement management is the process of assessing, prioritizing, and preserving or rehabilitating pavements through a logical system that attempts to use available funds in the most cost-effective manner possible. The process is iterative, and as more data becomes available, prediction models are refined to improve accuracy. **Figure 4** illustrates that pavements typically start deteriorating rapidly once they hit a specific threshold. Therefore, it is more cost-effective to invest in cheaper surface treatments during the first 40% of a pavement's lifespan than to defer maintenance until heavier overlays or reconstruction is required just a few years later. Streets that are repaired while in good condition will have an extended lifespan and will cost less to maintain over their lifetime than those left to deteriorate to a poor condition. Without an adequate routine pavement maintenance program, streets will require more frequent reconstruction, thereby requiring significantly greater funding.

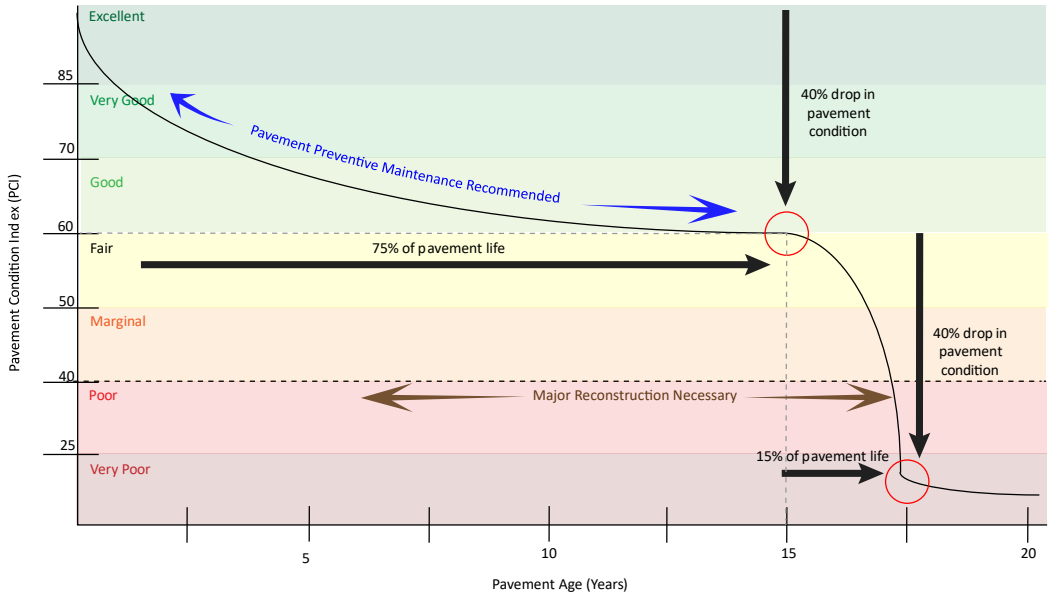

Figure 4 - Pavement Deterioration and Life Cycle Costs

The types of rehabilitation activities that the City chooses to deploy can have a significant effect on the longevity of a pavement. Depending on the PCI zone in which a pavement falls, a detailed rehabilitation strategy needs to be formed. Common rehabilitation types include localized preventive or stop gap activities (e.g. crack sealing, joint sealing, and patching), global preventive maintenance (e.g. fog seals, rejuvenators, slurry seals, microsurfacing, chip seals, cape seals, and thin overlays),

major Rehabilitation (e.g. thin or thick mill and overlays), and major Reconstruction (e.g. surface reconstruction or full reconstruction). Popular examples of cost-effective preventative activities include:

- Crack and Joint Sealing
- Microsurfacing
- Fog Seal and Rejuvenators
- Patching
- Slurry and Chip Seals
- Thin Overlays

A proactive Pavement management program focuses on the Preventative Maintenance category and advocates proper incorporation and application of cost-effective preventative activities. These activities help maintain and repair the surface integrity which can slow deterioration and, depending on the treatment, also extend the life of a pavement. The outcome of this exercise is to increase long-term cost savings and network-level pavement quality over time. **Figure 5** illustrates the concept of extending pavement life through the application of timely M&R activities.

When completed within the target zone for preventative maintenance, a pavement's lifespan can be conveniently extended. The dashed curves in **Figure 5** show the typical lifespan of a pavement that does not undergo any preventive maintenance. Major reconstruction becomes necessary after approximately 20 years. The blue curves show the benefits of preventive maintenance during the first 40% of a pavement's lifespan. The gray lines demonstrate how pavement rehabilitation, when a pavement's condition crosses into the *Fair* or *Marginal* category, can extend the pavement's lifespan as well. Eventually, all pavements will need to undergo reconstruction; however, proactive maintenance and rehabilitation can delay this process for up to an additional 40 years.

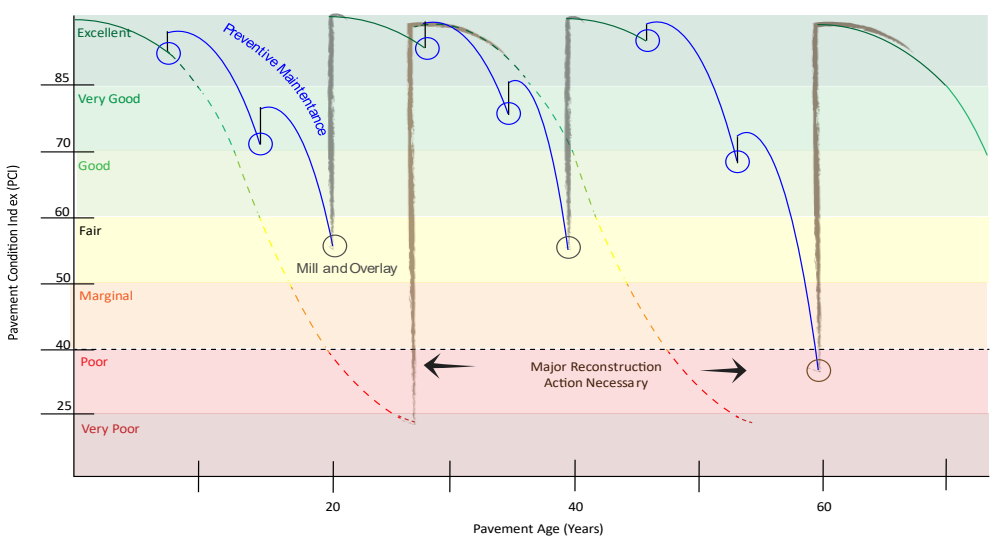

Figure 5 - Pavement Life Cycle Curve

The most effective approach to ensure optimal usage of available funds or to determine the necessary funding to achieve a predetermined level of service is by using a pavement management system. An effective pavement management system can assist agencies in developing an organized catalog of pavement assets, storing periodic condition assessments, and tracking spending and costs. This enables the City to compare trends in data to assess the effectiveness of maintenance activities and new technologies.

3.0 DATA COLLECTION AND ANALYSIS

3.1 Field Survey Methodology

IMS deployed one of its IrisPro Pave Integrated Road Information Systems for data collection. IrisPro Pave integrates industry-leading subsystems, including 3D Pavement Imaging systems, lasers, accelerometers, right-of-way cameras, GPS antenna, distance measurement instruments, computers and more. All collected data is captured with Drive™ data collection software, which is designed to simplify the collection of quality road data with built-in calibration schedules, real-time quality control, GIS maps, section tracking, audible alerts and voice memos, fly-by events, and exception reporting. The custom-designed hardware and software on IrisPro Pave provides sub-millisecond synchronization between all subsystems.

3D Pavement Imaging

The LCMS-2 captures continuous 2D and 3D images at 1 mm resolution in the lane of travel up to 4 m (13 ft) wide at highway speeds, allowing for the visualization and characterization of all features on the road surface. The system allows for collection rates up to 28,000 profiles per second, five times faster than the first edition of LCMS. This allows smaller cracks, especially transverse cracks, to be detected more consistently than in the past. The vertical accuracy has also improved from 0.50 mm to 0.25 mm.

The Ladybug 5+ captures high quality 30MP spherical images using six cameras for a 360-degree view of the roadway and surroundings. The images can be viewed in panoramic mode, 360 mode, or individual directional images can be extracted at any desired camera angle. An overview of the vehicle is provided in **Figure 6.**

Figure 6 – LCMS-2 data collection vehicle

3.2 Data Quality Assurance

The collected data is processed in the office using the Connect™ software. Connect provides a perfectly synchronized multi window platform to view and alter all collected data including profile, distress, slope, International Roughness Index (IRI), events, images, and GPS map. **Figure 7** shows some examples of how data can be viewed in Connect. Using Connect, the LCMS-2 3D pavement images are analyzed to identify and classify distresses, and the longitudinal profile of the road is analyzed to determine the IRI and ride quality under the wheel paths according to industry standards. All processed data is matched to the segment ID of the roadway.

To ensure the accurate determination of PCI scores, the field data undergoes a rigorous series of processing phases and quality checks. These checks encompass synchronized assessment of both processed and raw data streams. The automatic distress identification and classification process involves various steps: First, different rules and processing parameters are applied on different pavement types; next, the auto detected lane markings are manually adjusted to exclude non-pavement areas and limit the assessment area for cracking and rutting to between the lane markings and invalidation rules are applied to exclude additional anomalies (e.g. near railroad crossing or bridge decks) from the assessment area. Finally, a team of pavement raters who are well-versed in both the distress standards and the data in its digital format review images and make the necessary corrections on areas with gross under/over detection.

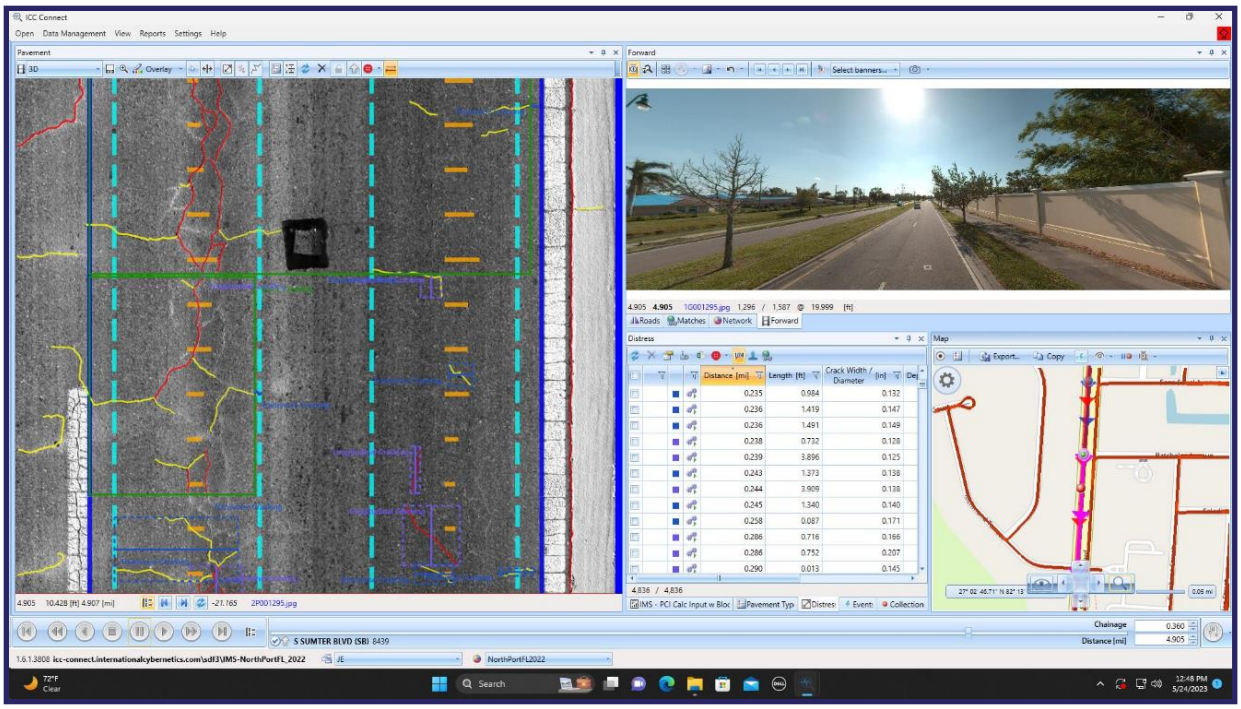

Figure 7 - QC Image from Connect™ Software

To further confirm the accuracy of our condition data, spot checks are conducted on a network-wide basis by both the QC team and engineering staff. These spot checks are carried out on a random selection of road sections across the entire network to verify that the condition data is consistent and accurate. They also help to identify any potential issues that may have been missed during the initial data collection and review process.

Once the QC team and engineering staff have established the integrity of the data, an initial condition spreadsheet with detailed data and summary tables and charts is prepared and submitted for review by the Client. This review process involves a careful examination of the condition data and includes a comprehensive analysis of the data's completeness, accuracy, and consistency before preparing data for import to City's pavement management system.

3.3 Pavement Condition Survey

The goal of the pavement condition survey is to determine an accurate rating for each pavement section. The process of collecting and assessing data involves both automated and manual observations that originate from the data collected with the IrisPro Pave equipped with LCMS-2 downward imaging lasers, an array of 4k cameras, and trained rating personnel.

Within the "Network Analysis" tab in ESA, IMS has populated values for Surface Distresses, Roughness score, and Strength Rating. These three indices form the foundation on which ESA operates. They allow weighing factors to be uniquely specified for PCI calculation.

Surface Distress Index (SDI)

ASTM D6433 provides a method of categorizing surface distress observations for both asphalt and concrete pavements, based on the extent and severity of distresses along the roadway. The Surface Distress Index (SDI) is used to represent the observed pavement defects on a scale from 0 to 100.

However, not all surface distresses are given equal weight. Load-associated distresses (LAD), such as rutting or alligator cracking on asphalt streets, and divided slabs on concrete streets, have a greater impact on the SDI than non-load associated distresses (NLAD), such as raveling or longitudinal and transverse cracking. Even when present in low extents and moderate severity, LAD can significantly decrease the SDI. The SDI inputs are shown in **Figure 8**.

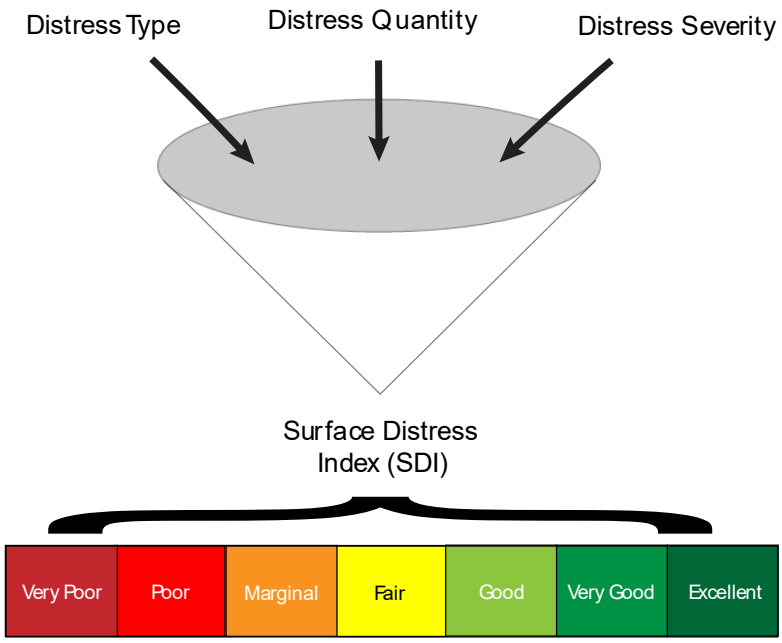

Figure 8 - SDI Inputs and Detailed Scale

ASTM D6433 covers nearly forty unique distress types that may or may not be present in an agency's road network. For that reason, IMS uses a modified approach that collects the most common and relevant distresses. The descriptions in **Table 1** outline some of the distresses collected for the City:

Table 1 - Distress Descriptions

Distress Type	Pavement Type	Description	Example
Alligator Cracking	Asphalt	• Quantified by severity and square footage • Caused by the repeated bending from vehicle loads • Propagate from the bottom, meaning that structural failure has occurred	

Rutting	Asphalt	• A minimum depth of ¼ inch • Quantified by their depth and square footage • Caused by the permanent deformation of the pavement and/or subgrade layers	
Longitudinal & Transverse Cracking	Asphalt	• Quantified by their length and width • Results from pavement shrinkage due to natural daily and seasonal temperature cycles, construction issues, or other factors	
Block Cracking	Asphalt	• Quantified by their width and square footage • Form interconnected longitudinal and transverse cracks • Divides the pavement into rectangular pieces	
Patching	Asphalt	• Quantified by the square footage and severity • Always considered a surface defect • Affects ride quality and condition of a pavement	

Raveling	Asphalt	• Loss of coarse aggregate on pavement surface • Measured by severity and square footage affected	
Bleeding	Asphalt	• Presence of free asphalt binder on the roadway surface • Caused by either an excess of asphalt in the pavement or insufficient voids in the matrix • Results in a pavement surface with reduced skid resistance • Measured by severity and square footage	
Edge Cracking	Asphalt	• Run parallel to the road, usually within 1 to 2 feet of the outer edge of the pavement • Caused by traffic loading and weakened base conditions resulting from poor drainage • Measured in linear feet	
Distortion	Asphalt	• Includes various localized unevenness in the surface • Examples include bumps and sags, depressions, swell, corrugation, and shoving • Caused by several factors, such as construction issues, subgrade failure, mixture failure,	

		environmental influence, etc.	
Weathering	Asphalt	• Wearing away of asphalt binder and fine aggregate matrix • Quantified by severity and square footage	

Roughness Index (RI)

The Roughness Index (RI) provides a quantifiable measure of ride quality, which is determined using the industry-standard ASTM E1926 for calculating the International Roughness Index (IRI). This value is derived from the longitudinal profile captured by the LCMS as it records the change in elevation over a distance. Once calculated, it is expressed as a slope and reported in millimeters per meter (mm/m). Typical IRI levels for new, older, and damaged pavements are displayed in **Figure 9.** The IRI is lower on average for roads or pavements that are normally used for higher speed travel.

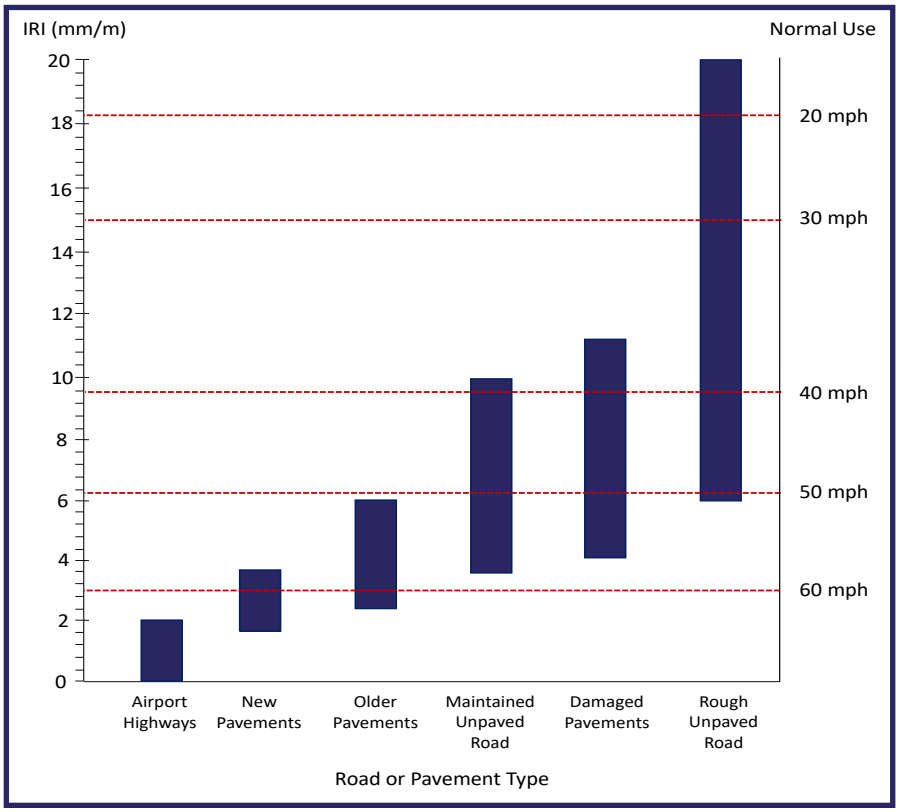

Figure 9 - IRI Scale Definitions

To enable the use of a blended condition score that incorporates both PCI and IRI scores, the IRI value is converted to an equivalent scale for analysis purposes. This is achieved by converting the IRI value

into a score on a scale from 0 to 100 and reporting it as the Roughness Index (RI) using the following formula:

$$\mathbf{RI} = (11 - 3.5 \times \ln(IRI)) \times 10$$

ln(IRI) is the natural logarithm of IRI.

To provide some context, a newly constructed street would typically have an RI value of above 85, whereas a street that requires an overlay would fall within the range of 40 to 70. Roadways in poor condition generally have RI values below 40, although they may achieve higher blended scores if the distresses responsible for the low RI score are not due to structural failure or other severe causes. For instance, rapid construction can lead to a pavement surface with less-than-optimal smoothness, resulting in a low RI value. However, since the distress or imperfection is not caused by severe failures within the pavement structure, the blended PCI value may not be significantly affected.

Structural Index (SI)

Structural adequacy testing was not requested by the City. Instead, IMS investigated the relationship between the PCI and the number of LAD observed in each pavement section to generate structural indices. Based on this analysis, each section was assigned a rating of *Weak*, *Moderate*, or *Strong* in terms of its strength. These ratings were represented by an SI of 30, 60, or 80, respectively. The established SI was not used in calculating the overall pavement condition score but rather to help determine appropriate rehabilitation strategies based on the pavement strength rating.

Pavement condition index (PCI) – Following the field surveys, the condition data was imported to ESA for calculating the overall PCI. The PCI for each segment was calculated using the following percentages of weighing factors:

PCI = 100% SDI

Table 2 presents each PCI category along with a brief description of the typical distresses and recommended treatments for each.

Table 2 – Pavement Condition Categories

Category	Typical Distresses and M&R Recommendations	PCI Range
Excellent	Like new condition – little to no maintenance required. Monitor condition or preventive maintenance.	85<PCI≤100
Very Good	Minor cracking, raveling, and other NLAD Routine or preventive maintenance. *E.g., Crack sealing, surface treatment*	70<PCI≤85
Good	Minor to moderate cracking and low severity LAD such as alligator cracking and rutting. Surface treatments with localized repairs and overlays *E.g., Surface treatments, localized surface patching, thin overlay*	60<PCI≤70
Fair	More extensive and severe longitudinal and transverse cracking, as well as moderate severity LAD Localized repairs or major rehabilitation. *E.g., Localized surface and/or full-depth patching, moderate overlays*	50<PCI≤60
Marginal	Localized high-severity alligator cracking, and rutting Major rehabilitation. *E.g., Localized full-depth patching, mill and overlay, traditional overlay*	40<PCI≤50
Poor	A greater extent of severe alligator cracking, rutting Major rehabilitation. *E.g., More extensive full-depth patching, mill and overlay, traditional overlay*	25<PCI≤40
Very Poor	Extensive and severe alligator cracking, more extensive and deeper rutting, and potholes. Major rehabilitation. *E.g., Full-depth reclamation, reconstruction*	0<PCI≤25

3.4 ESA Pavement Management System

The ESA software provides all the functionalities of a standalone software package while being user-friendly. It provides the City with a tool that can effectively catalog, classify, assess, track, and analyze

condition data to aid in the processes of budget planning and pavement rehabilitation.

More specifically the program helps the City streamline its pavement management by giving structure to the basic information required for a management system:

- Pavement Section Inventory
- Pavement Deterioration Modeling
- Prioritization
- Funding Analysis
- Inspection Data
- Rehabilitation Selections & History
- Work Planning
- Reporting

The following pages will briefly detail the reasoning behind why this information is collected and used within the management program.

Pavement Section Inventory

An accurate inventory of all City-owned streets is necessary to make any determinations, assumptions, or projections within a management system. Individual attributes such as length, width, location, traffic use, surface type, condition, and other factors may be tracked and tied back to a single management segment within ESA. Thereafter, they are given a unique ID within the program. These attributes are critical in determining appropriate rehabilitation activities, prioritizing the management segments within the system, and facilitating placement and sorting during reporting.

Inspection Data

ESA provides the City with the flexibility to use a blended condition index that can be tailored to meet specific goals and requirements. The inputs for this index rely on inspection data from the field survey. This custom reporting value is built based on various aspects considered while ranking the condition of a pavement. The inputs for this index are derived from inspection data collected during the field survey, including PCI and International Roughness Index (IRI) data. Details on the individual components of the inspection are available earlier in Section 3.0.

Pavement Deterioration Modeling

Inspection data by itself is only capable of representing conditions at the time of collection. Nevertheless, within ESA there are customizable curves that can predict the rate of pavement deterioration based on a streets functional class, pavement type, and strength rating. These deterioration curves are critical in predicting future pavement conditions and determining appropriate rehabilitation strategies. The model assumes that pavements with similar attributes and usage will deteriorate at similar rates. For instance, high volume asphalt arterials that are already in poor condition are expected to deteriorate faster and are represented in **Figure 10** by a purple line. In contrast, low volume concrete local streets are expected to deteriorate slowly and are represented by a blue dashed line.

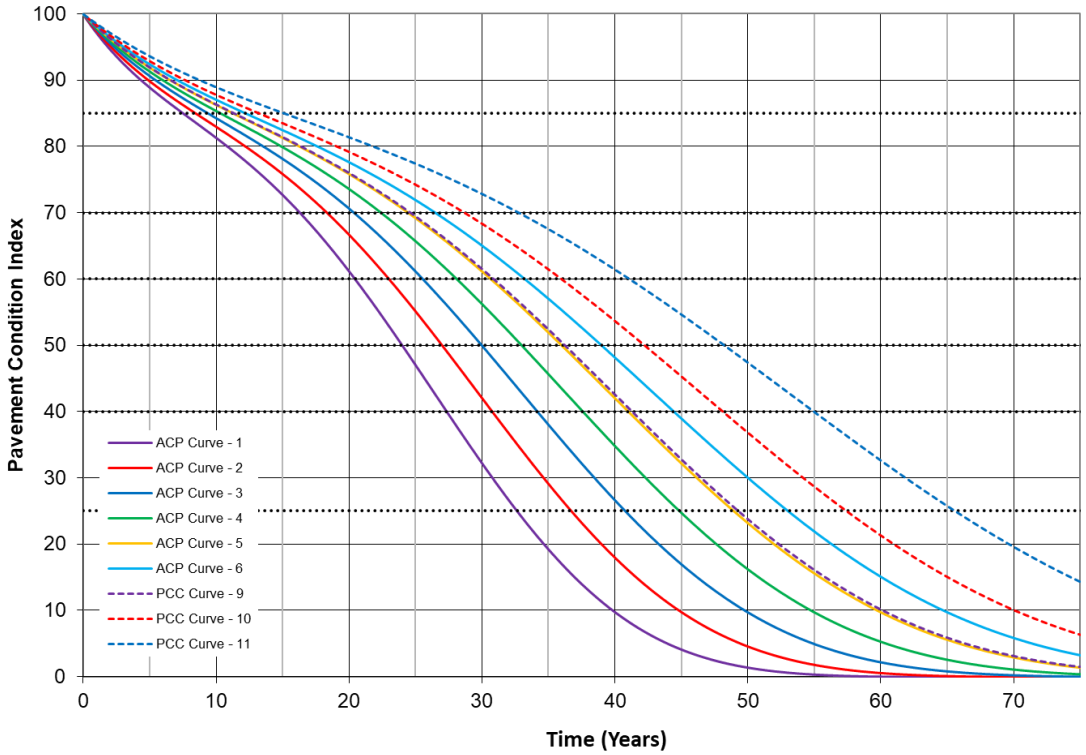

Figure 10 - Asphalt Concrete Pavement (ACP) and Portland Cement Concrete (PCC) Deterioration Curves

Rehabilitation Work Selections & History

ESA uses a set of protocols that allow for activities to be assigned to PCI ranges based on filter criteria that give the City the ability to create detailed rehabilitation strategy sets for each functional class and pavement type according to the best practices determined for that pavement.

As planned rehabilitation work is completed, a record of the work should be added to the pavement management system. This ensures that conditions are up to date for future selections and creates a repository of information to aid in planning.

Prioritization

Within ESA, the option is available to prioritize pavement projects for rehabilitation based on six main criteria: PCI, Cost of Deferral, Pavement Strength, Pavement Type, Functional Class, and the Area of a segment. Depending on the goals set forth at the beginning of the project, these criteria can be weighted differently based on their definition to create an overall priority factor for a project. Additional details on these factors are available in Section 5.

Project planning

The ability to plan work as needed allows the management program to better reflect the realities of a paving program. Certain constraints may be applied to funds that require their use within a certain year and activities relating to other assets may dictate the time and type of work to be performed. ESA allows for predefined projects to be entered into the management plan to account for work that is known. This ensures that the outcome is consistent with overall City planning and accurately reflects current funding allocations.

In terms of pavement management efficiency, a program based on worst-first, that is starting at the lowest-rated street and working up towards the highest, does not achieve an optimal expenditure of funds. Generally, under this scenario, agencies cannot sufficiently fund pavement rehabilitation and lose ground despite injecting large amounts of capital into the network.

The preferred basis of rehabilitation candidate selection is to examine the cost of deferral of a street against increased life expectancy.

Funding analysis

The actual process of determining where and when to spend funds is a function of the inputs mentioned in this section. Information from the street section inventory, condition survey, deterioration modeling, rehabilitation activity protocols, prioritization, and project planner are all assessed to predict the potential outcomes of funding scenarios. These can either be goal-based or budget-based. A more detailed description is available in Section 5.0.

Reporting

ESA has the ability to generate basic reports for common data requests through a set of predefined layouts. This allows for quick access to section condition summaries, inspection data, budget scenario summaries, and data charts. The GIS data used to generate this report is also linked to the section summary information to allow for quick and easy visualizations of the data if imported into a GIS utility. An example of data, as presented in ESA, can be seen in **Figure 11**.

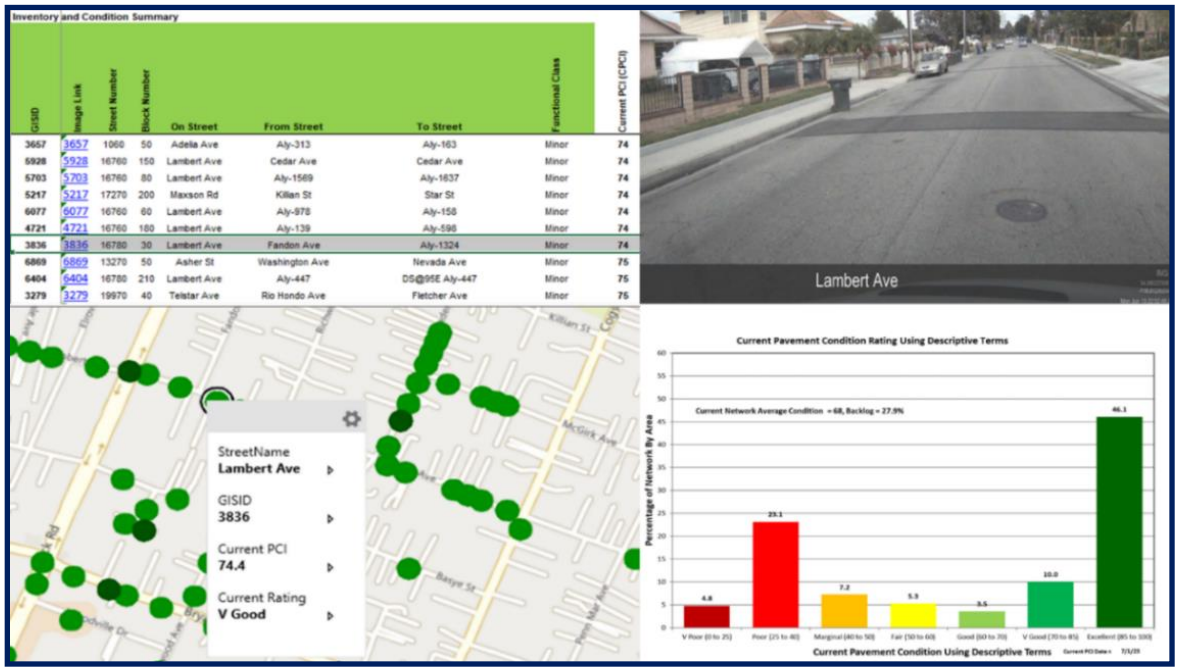

Figure 11 - Example of ESA City Data

3.5 Summary

This section outlined the fundamental concepts of pavement management and described the implementation process for the City's pavement management system. The operating parameters of ESA were reviewed, and the inputs provided by the LCMS-2 technology were explained to provide context for calculating PCI, Roughness Index, and Pavement Strength.

4.0 PAVEMENT CONDITION SURVEY RESULTS

This section will review the results of the pavement condition survey performed in May 2023. The segments were deteriorated using the defined pavement deterioration models to reflect the conditions of the roadways at the time of analysis (January 2024). This section includes a summary of conditions in the functional classes used in the City's analysis, followed by a review of network photos taken from the survey vehicle. A series of charts will then summarize the findings of the condition survey and provide an overview of the PCI distribution across the City's pavement network.

4.1 City Street Inventory and Condition Summary

The City of Lewiston is currently responsible for approximately 209 centerline miles of pavement with an overall PCI of 81 and a backlog of 2%. On the following page, **Table 3** presents the City's inventory and pavement condition breakdown across different functional classes. Detailed information for each management section is available in **Appendix A**.

Table 3 - Network Inventory Summary by Functional Class and Pavement Type

	Pavetype	Network	Arterial	Minor Arterial	Collector	Local
Segment (Block) Count	All Streets	2450	288	1	399	1634
	Asphalt	2419	276	1	392	1623
	Concrete	31	12	0	7	11
Network Length (mi):	All Streets	209.4	23.9	0.3	35.3	141.4
	Asphalt	208.1	23.5	0.3	35.1	140.8
	Concrete	1.3	0.4	0.0	0.2	0.6
Average Width (ft):	All Streets	32.3	47.2	45.8	34.1	30.6
	Asphalt	32.3	47.0	45.8	34.0	30.5
	Concrete	41.1	58.9	0.0	46.5	32.4
Network Area (yd2):	All Streets	3,969,825	662,079	6,758	705,418	2,535,567
	Asphalt	3,938,179	649,474	6,758	699,369	2,523,447
	Concrete	31,646	12,605	0	6,049	12,120
Current Pavement Condition Index (CPCI) 1/1/24	All Streets	81	62	62	76	87
	Asphalt	81	62	62	76	87
	Concrete	76	95	0	73	60
Current Backlog (%) 1/1/24	All Streets	2	Percentage of Network with a PCI < 40			

4.2 City Network Condition Imagery

The images presented in this section provide a sampling of the City's streets that fall into various condition categories. A discussion of potential rehabilitation strategies is included for each category.

Very Poor (PCI = 0 to 25) – Complete Reconstruction

10th Street from Linden Avenue to Bryden Avenue (GISID = 3280 PCI = 13) – Rated as Very Poor, this street displays a large quantity of alligator cracking severe enough to suggest that the pavement structure is inadequate for current traffic loads. The rehabilitation of roads in this condition through a mill and overlay is generally ineffective, as the failures usually extend to the bottom of the pavement layer. Streets in this condition require rehabilitation that involves removal and replacement of the asphalt layer, base stabilization, or complete reconstruction based on design requirements.

Deferral of reconstruction of streets rated as Very Poor will not cause a substantial decrease in overall pavement quality. The streets have passed the opportunity for overlay-based strategies, meaning that reconstruction, which can be expensive, is the most suitable solution. Thus, Very Poor streets are often deferred in favor of rehabilitating more streets at lower costs, resulting in a greater net benefit to the City. This strategy, however, must be sensitive to citizen complaints that may demand the prioritization of these street repairs. In addition, this type of street can pose a safety hazard for motorists since severe potholes and distortions may develop. It is important to consistently monitor these streets and check for potholes or other structural deficiencies until the street is eventually rebuilt.

Poor (PCI = 25 to 40) – Last Opportunity for Surface Base Rehabilitation

21st Street from 15th Avenue to 16th Avenue (GISID 2344, PCI = 32) – Rated as Poor, this segment still has some remaining life before it becomes a critical reconstruction need. As evident in the imagery, a fair amount of the segment contains alligator cracking. There are also deep longitudinal and transverse cracks, particularly along the edges of the pavement. If left untreated, a partial to full reconstruction would be required within a short period of time.

On heavily trafficked roadways, Poor streets often require partial to full reconstruction. On local roadways, they generally require removal of the pavement surface through grinding or excavation, base repairs, restoration of the curb line and drainage, and then placement of a new surface.

Marginal (PCI = 40 to 50) – Extensive Panel Replacement

21st Street from 10th Avenue to 11th Avenue (GISID 2107, PCI = 47) – This street displays a few severe transverse and longitudinal cracking across the middle and edges of the pavement. There are sections of low severity alligator cracking dispersed along the segment as well.

Marginal streets that display high amounts of load associated distresses (LAD) are selected as a high priority for rehabilitation as they generally provide the best cost/benefit ratio to the City. If left untreated, Marginal streets with high amounts of LAD will deteriorate to become partial reconstruction candidates. Marginal streets that are failing due to materials issues or non-load associated failures may become suitable candidates for thick overlays if deferred, without a significant cost increase.

Fair (PCI = 50 to 60) – Moderate Panel Replacement

8th Street from 2400 to 25th Avenue (GISID 2560, PCI = 56) – Fair streets have similar characteristics to Marginal streets in that the distresses present tend to be localized and moderate in severity; however, the distresses will predominately be non-load related (i.e., caused by environmental or other factors). This street displays block cracking towards the middle of the pavement. There are moderate amounts of longitudinal and transverse cracking, with some cracks being deep but localized.

Like Marginal streets, Fair streets can provide a good cost/benefit ratio to an agency if addressed with an adequate rehabilitation technique. Stretching the application for surface treatments into this range can pose a cheap alternative to overlays but does not provide the appropriate renewal to the structural capacity of the pavement and may allow load related deterioration to continue unabated.

Good (PCI = 60 to 70) – Surface Treatments

17th Street from 5th Avenue to 6th Avenue (GISID 1514, PCI = 66) – Rated as Good, the primary cause of deterioration for this street is the longitudinal and transverse cracking along the edge of the pavement. The pavement surface could be restored with spot patching to remedy the more heavily distressed areas.

Preventive measures on streets considered Good can have a positive impact on the City's funding needs. While the expected life of a slurry seal is not as long as that of an overlay, its ability to slow deterioration and relatively low cost can free up funding for streets in worse condition.

Very Good (PCI = 70 to 85) – Surface Treatments and Localized Rehabilitation

11th Avenue from 12th Street to 12th Street (GISID 2091, PCI = 75) – Rated as Very Good, this street displays minor amounts of transverse cracking. It is an example of a candidate for preventive maintenance to extend the life of the roadway.

Also, routine maintenance prevents water intrusion by sealing and slowing crack growth. By keeping water out of the base layers, the pavement life is extended without the need for heavier rehabilitations.

Excellent (PCI = 85 to 100)

18th Street from Clearview Point Drive to 3434 (GISID 3512, PCI = 98) – Rated as Excellent, this pavement displays little to no surface distresses. The ride is smooth, and the surface and the base are intact. Excellent roads should be periodically assessed for crack development that would trigger routine maintenance activities.

4.3 City Network Condition Distribution

Figure 12 shows the distribution of pavement condition for the roadway network in Lewiston.

- Approximately fifty-one percent (51%) of the network can be considered in *Excellent* condition and should be closely monitored to ensure timely application of early localized preventive measures.
- Approximately twenty-six percent (26%) of the network falls into the PCI range considered *Very Good*. These are roads that benefit most from preventive maintenance techniques, such as spot patching and slurry seals.
- Ten percent (10.0%) of the streets are rated as *Good* and may still be candidates for slurry seals or thin overlays.
- Approximately eleven percent (11%) of the network can be considered in *Fair* to *Marginal* condition and represents candidates for progressively thicker overlay-based rehabilitation. If left untreated, they will decline rapidly into reconstruction candidates.
- Two percent (2%) of the network is rated as *Poor* or *Very Poor*, meaning these roadways have deteriorated to the point where surface rehabilitation can no longer restore the pavement to a point of structural adequacy. Rehabilitation of the entire pavement structure is required for these segments.

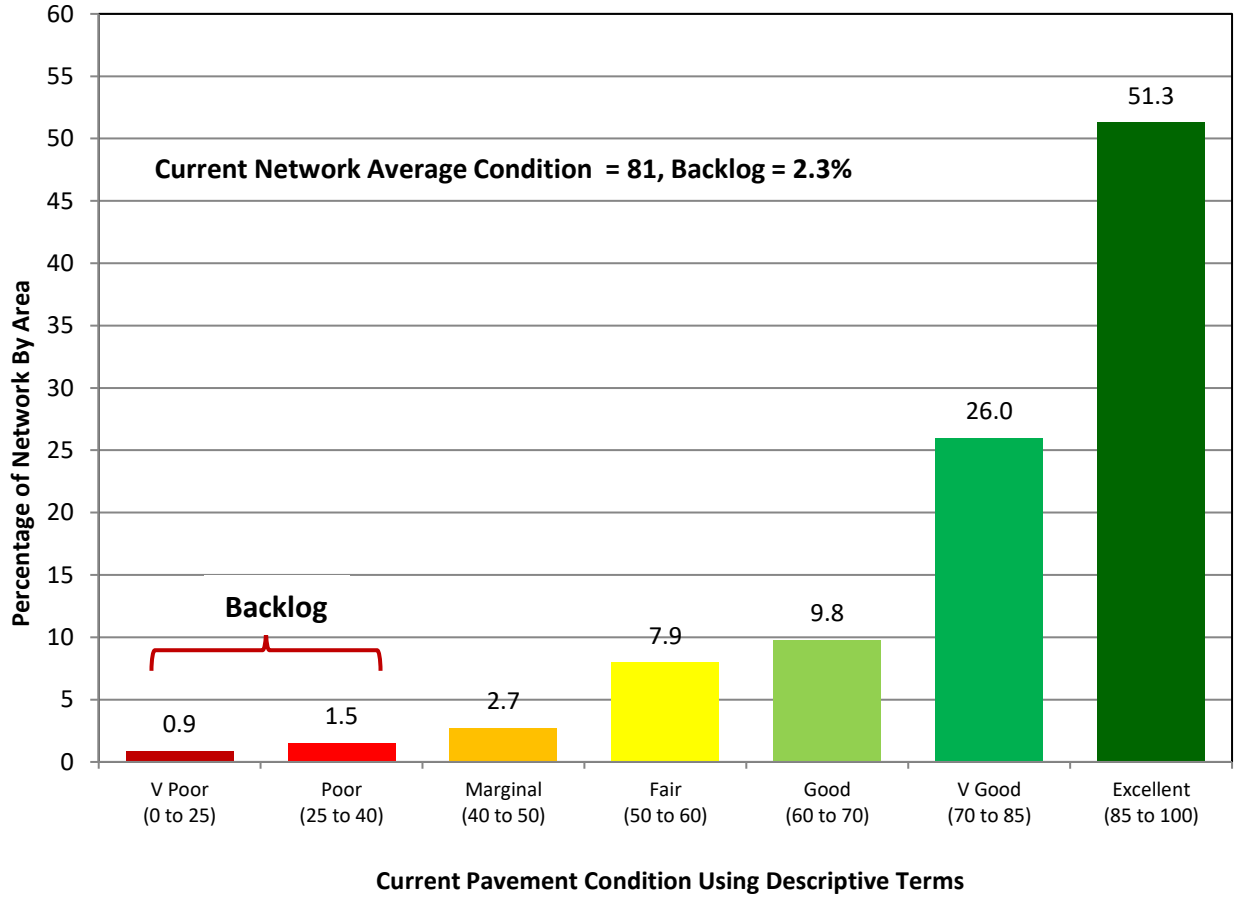

Figure 12 - Roadway Network Present Status Using Descriptive Terms

4.4 Condition By Functional Classification

Analyzing subsets of data in addition to the overall pavement condition can provide a better understanding of where an agency should focus its resources. **Figure 13** displays the distribution of pavement conditions for each functional class. A large portion of the Local network is in the Excellent category, indicating that a fair portion of the overall local network is newly constructed. The functional class with the lowest overall PCI is the Arterial class. Since Arterial roads typically require a higher cost per square yard, the city can expect the overall cost per segment of rehab to be slightly larger than if the plan were to focus spending on local roads. Arterial roads also typically provide the most cost benefit to the city, as these roads support the largest amount of traffic and have a larger impact on local business than other functional classes.

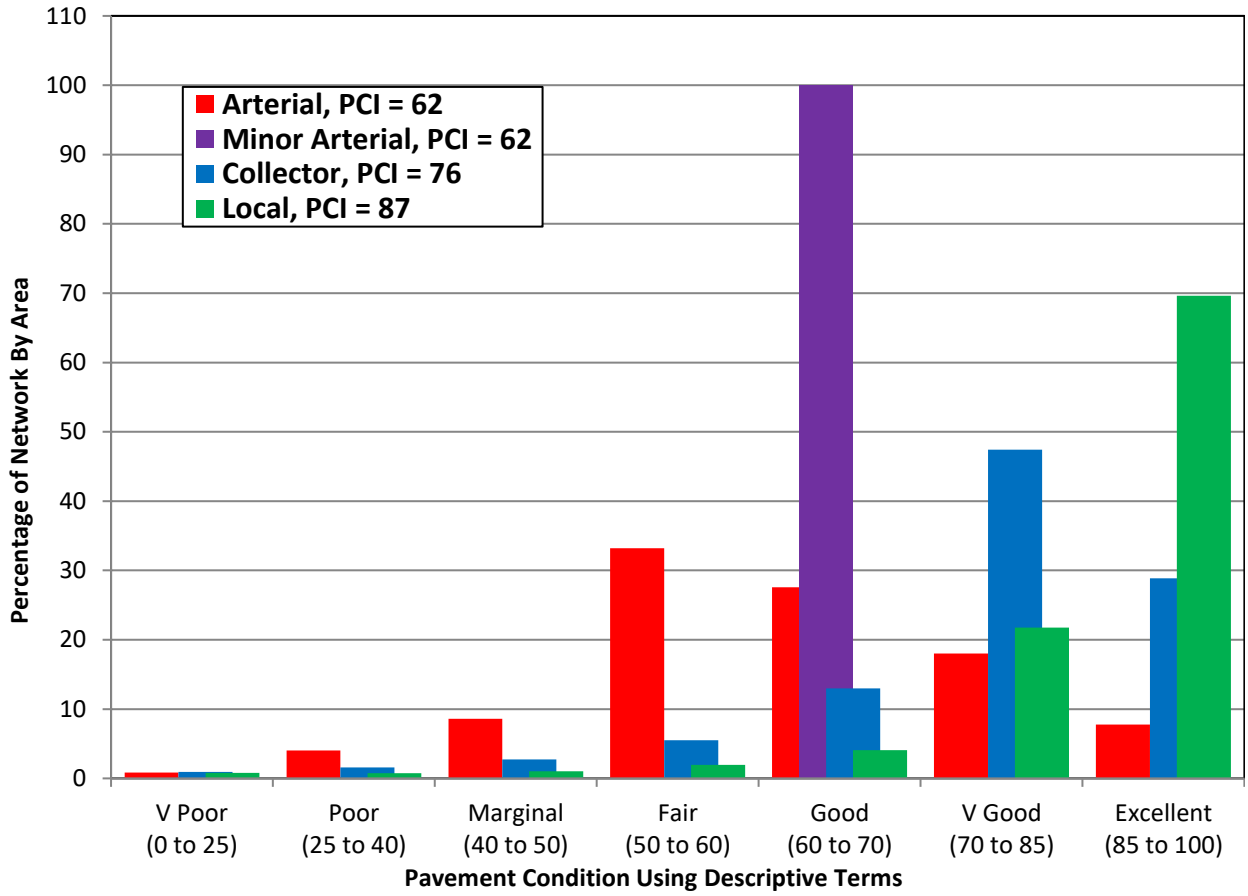

Figure 13 - Condition Rating by Functional Classification

When evaluating the condition of pavement based on the percentage of network it covers, the proportion of each class in the overall network must also be considered. This distribution is illustrated in **Figure 14**. The largest percentage of the network is the Local roads, accounting for 65% of the total area.

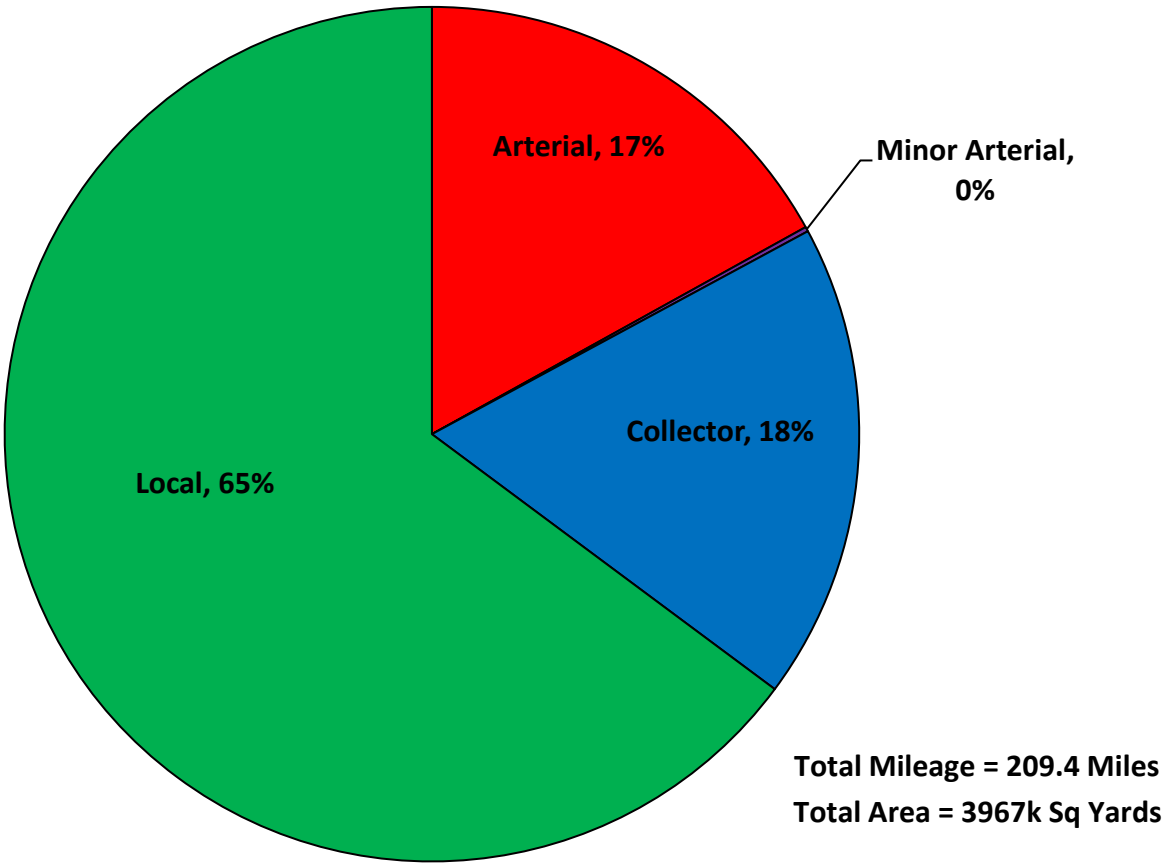

Figure 14 - Functional Classification Distribution By Area

4.5 Structural and Load Associated Distress Analysis

In section 3.3 pavement distresses were classified into two categories: LAD and NLAD. LAD, such as rutting and alligator cracking, are directly caused by traffic loading and lead to a decreased structural capacity. NLAD result from material or environmental issues, including longitudinal and transverse cracking, bleeding, and raveling. LAD have a greater impact on the overall condition score than NLADs due to their implication of structural failure.

The roadways in the County were not tested conventionally for structural integrity; however, they were still evaluated for prioritization purposes by classifying them into three categories: Weak, Moderate, or Strong based on the type of distresses and PCI. **Figure 15** shows the comparison between the sum of LAD found on a segment and the PCI of the segment. It is worth noting that the majority of the City's pavements fall under the Moderate or Strong categories based on the recorded distresses. The majority of the data points are contained within or below the bold black lines. Those that appear below the bottom black line (in the section labeled strong) show stronger-than-expected structural strength when compared to their low PCI. These pavements may be good candidates for less extensive rehabilitation methods, where normally a reconstruction would be recommended.

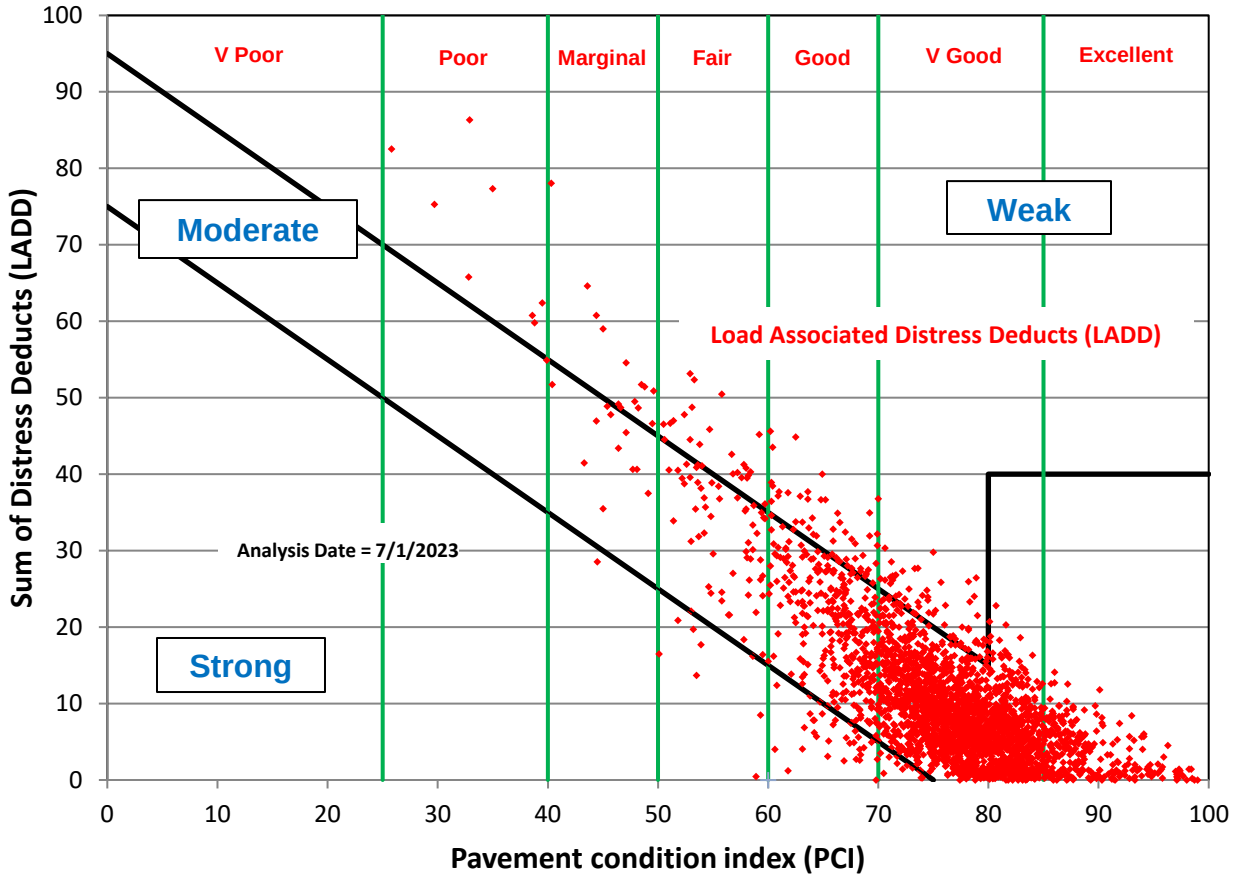

Figure 15 - LAD compared to PCI

4.6 Summary

Section 4.0 of the report provided a detailed analysis of the results obtained from the pavement condition survey conducted in the City of Lewiston. The section covered the functional classifications in the City and their respective PCI values, which were further illustrated with pavement photographs taken during the survey. Additionally, the section provided a breakdown of the pavement condition distribution for each functional class. **Overall, the network average PCI for Lewiston was found to be 81 with a backlog of 2%.**

5.0 REHABILITATION PLAN & BUDGET DEVELOPMENT

This section discusses the results of the pavement management analysis that was performed using the ESA pavement management system, starting with an overview of the assumptions that were used when implementing the system, such as the unit rates and the selection methodology for rehabilitation candidates. The subsequent section, **5.2**, details the results of each of the various budget runs, along with their predicted conditions. This is highlighted further through a series of charts that are used to demonstrate the advantages and disadvantages of various funding models.

5.1 Key Analysis Set Points and Assumptions

Pavement management analysis requires user input to complete its condition forecasting and prioritization. A series of operating parameters were developed to create an efficient program that is tailored to the City's needs.

Selecting Segments for Rehabilitation

The selection of rehabilitation candidates through a worst-first approach or subjective committee input is neither efficient nor cost effective. It is important to establish a set of criteria and determine their importance in the selection process. ESA has defined commonly used criteria within the program that allows different weighting factors to be applied depending on the City's goals. This approach can lead to more objective and effective selection of rehabilitation candidates.

- **PCI** – As mentioned earlier in this section, the results of the pavement condition survey are used to generate a PCI that ranges from 0-100 where 0 is considered the worst and 100 the best. This factor can be given a higher weight to give greater priority to poor condition streets.
- **Cost of Deferral** – As time passes a pavement will deteriorate and require more costly repairs as it ages. ESA can be configured to prioritize streets nearing the point where this cost increase occurs.
- **Pavement Strength** – Through the use of deflection testing or the prevalence of LAD, the relative strength of a pavement can be determined. A prioritization factor can be applied that gives preference to streets that may deteriorate faster in order to apply more cost-effective rehabilitation early in the life cycle.
- **Pavement Type** – Depending on costs, design life, and the City's goals, a weighting factor can be applied based on the materials used to construct the pavement.
- **Functional Class** – Generally higher volume streets are given the greatest priority within a program since they serve the most vehicles.
- **Planned or Committed Projects** – When developing the rehabilitation plan, projects that are already scheduled to be completed are taken into consideration. This is done by adjusting the PCI scores to reflect the expected improvement resulting from these projects.

For the City, the weighting factors for these categories were established with the aim of maximizing the cost savings associated with the concept of deferred maintenance and addressing Weak pavements with lower PCI scores. The goal is to minimize the growth of the backlog.

Rehabilitation Strategies and Unit Rates

The funding requirements for the City are mainly determined by the rehabilitation strategies and unit rates used in the budget analysis. **Table 4** presents a breakdown of the costs associated with different pavement rehabilitation activities and their application. Concrete pavement types are excluded from the table as they account for less than 1% of the surveyed network's total distribution, but their information can be found in the accompanying data file. The table also suggests a recommended rehabilitation funding sequence based on the cost of deferral. A lower number in this column indicates a higher priority for rehabilitation based on the cost of deferral.

The parameters to consider when forming rehabilitation strategies include:

- **Rehab Activity** – This includes the assigned identifier and name of each rehabilitation strategy. Various degrees of slurry sealing are outlined to highlight the increasing cost associated with additional patching requirements for lower PCI streets.
- **Min, Max, and Critical PCI** – The PCI range for the application of a specific rehabilitation activity is determined by the Min and Max values that set the upper and lower limits, while the Critical PCI indicates the threshold at which rehabilitation becomes a higher priority to leverage the cost of deferral factor. There can be overlap in the PCI range to allow for further differentiation based on pavement strength.
- **Unit Rates** – The cost of rehabilitation is presented per square yard for each combination of pavement type, functional class, and rehabilitation activity. A base unit rate is set for the lowest assumed cost of a work type, and it is adjusted for each functional class to account for additional work such as traffic control, intersection improvements, landscaping, utility adjustments, and right-of-way (ROW) infrastructure. IMS worked closely with the City to determine rates that accurately represent the cost of work.

Table 4 – Rehabilitation Rates

Pavetype	Rehab Activity	Min PCI	Critical PCI (Need Year)	Max PCI	Min PCI	Critical PCI (Need Year)	Max PCI	Base Unit Rate ($/yd2)	Arterial Unit Rate ($/yd2)	Minor Arterial Unit Rate ($/yd2)	Collector Unit Rate ($/yd2)	Local Unit Rate ($/yd2)
	FunCL Rate Premium								**110**	**110**	**108**	**105**
All	Routine Maintenance			100			100	**0.00**	0.00	0.00	0.00	0.00
Asphalt	Slurry Seal Type II				60	63	70	**2.25**	2.50	2.50	2.40	2.35
Asphalt	Chip Seal	60	63	70				**4.32**	4.80	4.80	4.60	4.50
Asphalt	AC - AC OVerlay <2"				40	44	50	**28.08**	31.00	31.00	30.00	29.50
Asphalt	AC - AC OVerlay >2"	40	44	50				**42.12**	51.00	51.00	48.50	46.50
Asphalt	ACP Full Depth Reconstruction	0	15	25	0	15	25	**70.00**	77.00	77.00	75.50	73.50
Concrete	PCC Jnt Rehab & Crk Seal	80	82	100	80	82	100	**5.00**	5.50	5.50	5.50	5.25
Concrete	PCC Localized Rehab	70	73	80	70	73	80	**11.00**	12.75	12.75	12.25	11.75
Concrete	PCC Slight Pnl Rplcmnt (<10%)	60	63	70	60	63	70	**22.50**	27.25	27.25	26.00	24.75
Concrete	PCC Moderate Pnl Rplcmnt (< 20%)	50	54	60	50	54	60	**34.50**	44.00	44.00	41.50	39.00
Concrete	PCC Extensive Pnl Rplcmnt (<33%)	40	44	50	40	44	50	**47.50**	63.00	63.00	59.00	55.00
Concrete	PCC Partial Reconstruction	25	30	40	25	30	40	**65.50**	83.00	83.00	78.50	74.00
Concrete	PCC Full Depth Reconstruction	0	15	25	0	15	25	**99.50**	132.50	132.50	123.50	115.00

5.2 Network Budget Analysis Models

The pavement management analysis using the ESA system involved combining the condition assessment, deterioration model, prioritization factors, and rehabilitation assignments to conduct a budget analysis. With this information, the program can predict the outcomes of different funding levels or suggest the funds necessary to achieve specific goals. To model network trends and estimate the funding levels needed to reach certain condition and distribution targets, IMS conducted an analysis using a series of budgets. The results of this analysis are detailed in this section.

Budget Targets

The following scenarios were generated to forecast the outcomes of the current estimated City budget compared to City's target PCI goals over the next five years. The models determine what level of funding may be appropriate going forward. The values for backlog and PCI have been rounded to the nearest whole number to improve legibility. Varying budget figures will have slightly different outcomes that are visible in the charts but may not be completely represented in the legend text.

Five-year Models:

- **Lewiston Budget** (Green Line) – This represents the City's current average annual budget of **$1.2M/Yr.** dedicated to pavement preservation and rehabilitation. This level of funding will result in a network average PCI score of **77** and a backlog of around **6%** after five years.
- **Maintain Current Backlog** (Red Dashed Line)– The Maintain Current Backlog budget was developed in order to maintain the current backlog of **2%**. This results in a budget value of **$4.63M/Yr.** and a PCI increase to **82** after five years.
- **Steady State PCI** (Red Line) – This is simply the funds required to maintain the current network average PCI at around **81**. The annual budget required to do so is approximately **$3.3M/Yr**.
- **PCI Control** (Purple Line) – The PCI Control model determines the funding required to maintain the PCI at a minimum level of **75**. This budget is **$0.64M/Yr.** and will result in a backlog of **7%** after five years.
- **Backlog Control** (Purple Dashed Line) – The Backlog Control budget was developed in order to restrict the backlog at **3%**. The funding required to achieve this backlog goal is **$3.8M/Yr.** and will also decrease the PCI to **81** after five years.

The results of the analysis are summarized in **Figure 16**. The x-axis highlights the annual budget, while the y-axis plots the five-year Post Rehab Network Average PCI values. The diagonal blue line is the network trend model developed to show estimated PCI along with a funding range up to $6M/Yr.

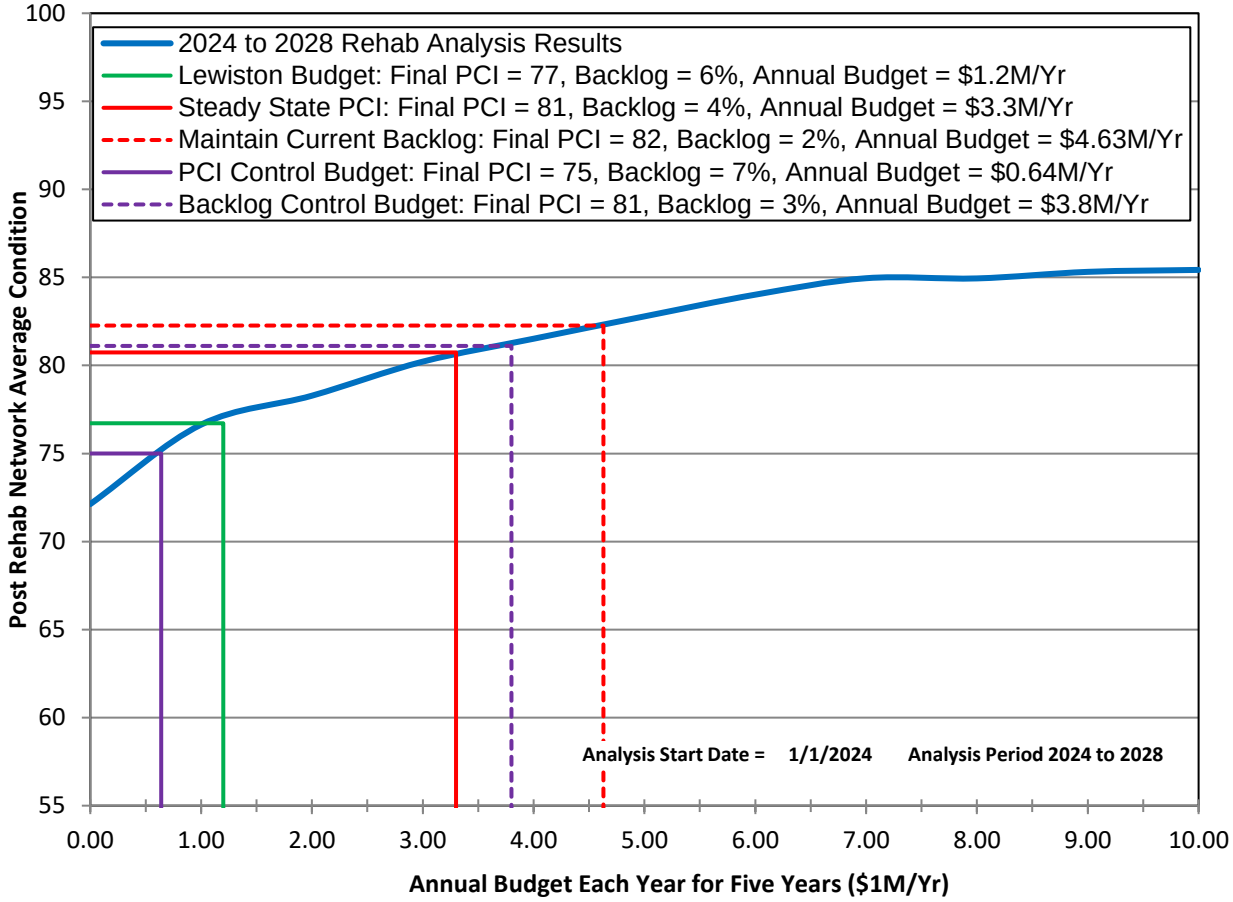

Figure 16 – Five-year Post Rehab Network PCI Analysis Results

Figure 17 presents the analysis results on an annual basis. This shows that if the budget falls below $5.5M/Yr. (Steady State PCI Budget), over time the overall condition of the roads is expected to deteriorate as the backlog grows. The City's current budget of $2.5M per year falls below the steady state recommendation of $5.5M/Yr.

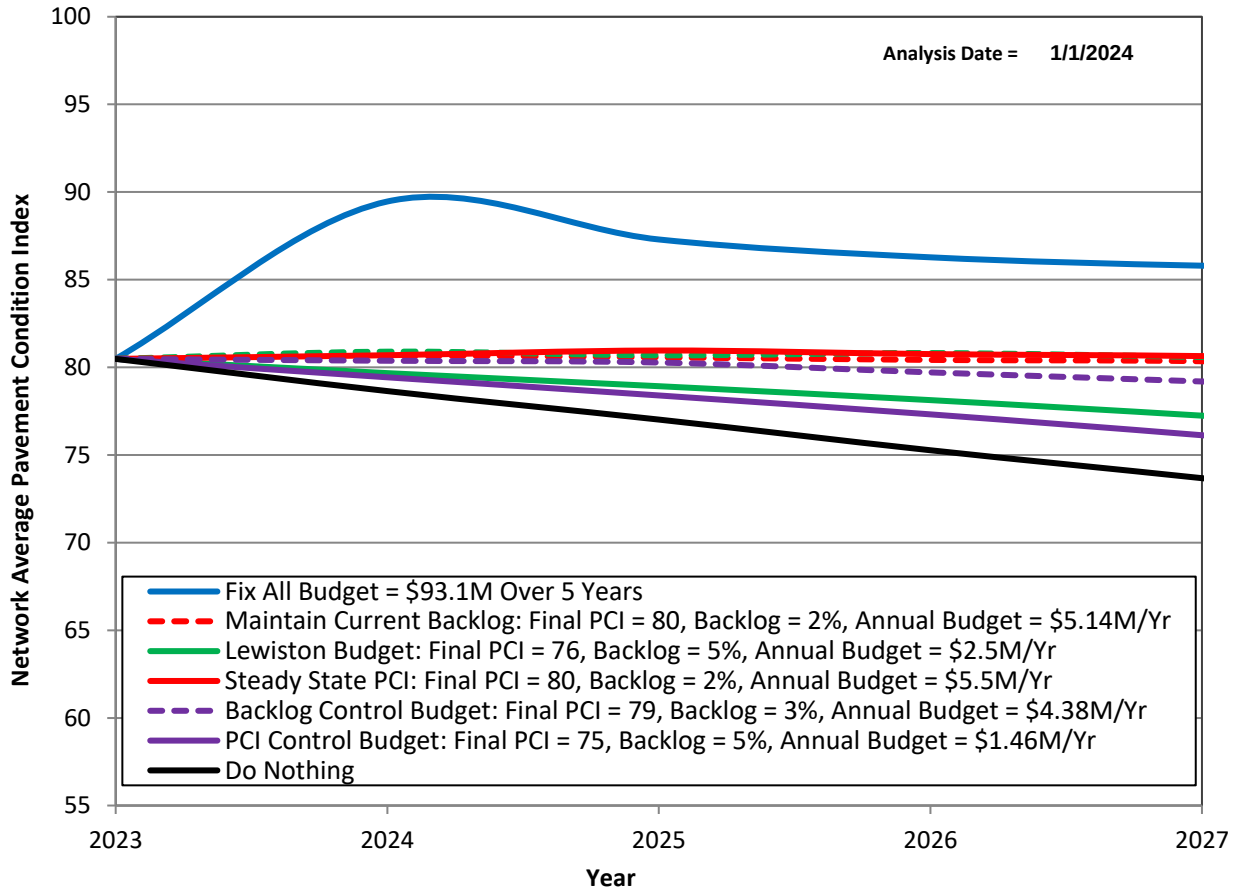

Figure 17 – Five-year Annual PCI

5.3 Post Rehabilitation Condition

Figure 18 compares the percentage of the City's network area separated into each pavement condition category for two scenarios: the current network average condition (shown in red) and the projected condition in five years with the City's budget (shown in blue). The analysis shows that if the City's current budget is maintained, the average PCI is expected to decrease to 77 by the end of the five-year analysis period, and the backlog is projected to increase to approximately 6%. The total percentage of *Excellent* pavements is predicted to decrease as the percentage of *Very Good* increases. The percentage of *Very Poor* pavements is predicted to increase by approximately 4%.

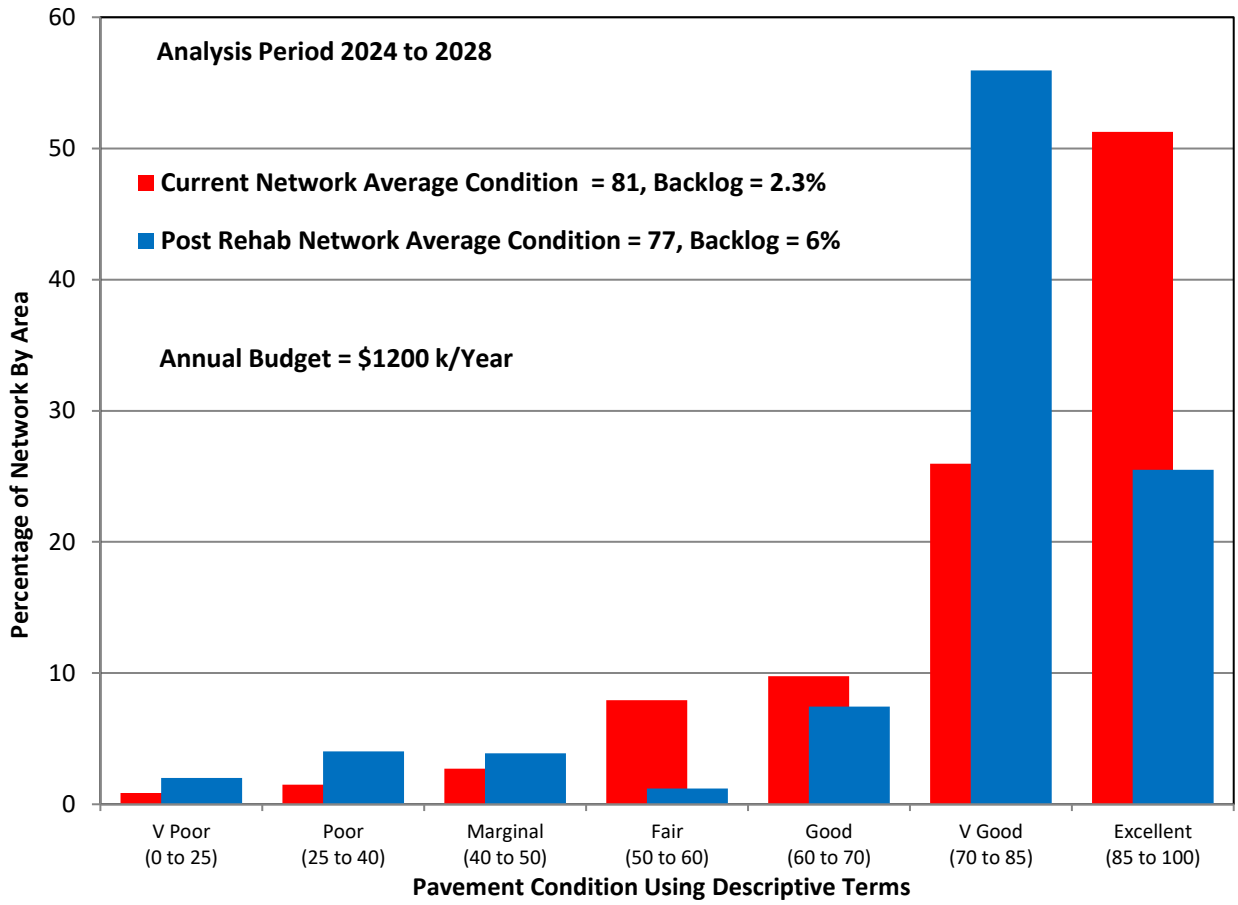

Figure 18 – Comparison of Pavement Condition Outcome of Two Potential Budgets over Five Years

5.4 Summary

The pavement analysis models conducted using the ESA program showed that the current annual budget of $1.2M for pavement management would result in deterioration of pavement condition over a period of five years, resulting in a five-year post rehab PCI of 77 and a backlog of 6%. Maintaining the current backlog level at 2% would require an annual budget of approximately $4.6M and result in a PCI of 82. These findings highlight the importance of adequate funding for pavement management to maintain the quality and safety of the City's roads.

6.0 PROJECT RECOMMENDATIONS & COMMENTS

6.1 Project Summary and Recommendations

A pavement condition survey was performed in May 2023 on the full City pavement network. The results of the condition survey were aggregated into the ESA pavement management system. This system facilitated the creation of a georeferenced pavement inventory, enabled the development of a precise model of the network's current condition and anticipated future deterioration, and provided recommendations for funding to meet various level-of-service objectives.

The following broad recommendations are presented to the City as an output from the pavement analysis and must be read in conjunction with the previous sections.

- The City should make efforts to keep the ESA spreadsheet up to date.
  - By maintaining and updating the rehabilitation unit rates, work history of the segments, and accuracy of the inventory, the City will be able to reliably forecast funding needs for future years. This allows the City to be proactive in maintaining the condition of the pavement network at an acceptable level.
- The City should periodically resurvey the pavement network.
  - Pavement performance over time involves many variables, such as traffic volumes, environmental factors, maintenance timing, and design standards. As these variables change, the rate at which a pavement deteriorates will change with them. The periodic resurvey of pavement conditions allows the City to track these changes and update models accordingly, ensuring that appropriate rehabilitation measures are being planned.
- The City should investigate new and additional rehabilitation activities.
  - Advancements in pavement rehabilitation technology are constantly being made, and it is recommended that the City periodically update its planned rehabilitation activities in the ESA program to take advantage of these advances.
- The City should strive to maintain or better its current condition if possible.
  - Maintaining a pavement network in good condition is more cost-effective than restoring conditions after deterioration. The City's current pavement network has an overall PCI of 81 with a backlog value of 2%. If the current annual budget of $1.2M is maintained, the models show the PCI will decrease to 77 and the backlog will hover around 6% after five years.

6.2 Closing

The IMS Team greatly appreciates the opportunity to work with the City on this pavement management update. Over the course of this project, the team has observed the City staff's dedication to offering the best possible service to their community. IMS stands ready to assist the City with training and technical support as necessary and welcomes the opportunity to work with the City on future pavement management projects.

Appendix A

Street Inventory and Condition Summary by Segment

City of Lewiston, ID
Street Inventory and Condition Summary - Sorted by Street Name

GISID	On Street	From Street	To Street	FunCL	Pavetype	Pavement Width (ft)	Pavement Length (ft)	Add Area (yd2)	Pavement Area (yd2)	Condition Summary: Surface Distress Index (SDI)	Roughness Index (RI)	Structural Index (SI)	Condition Rating	Current Segment PCI (CPCI)
2033	10TH AVE	Prospect Ave	3rd St	Local	Asphalt	35	325	63	1,326	90	42	60	Excellent	**90**
2036	10TH AVE	3rd St	EEOR	Local	Asphalt	43	277	66	1,377	92	51	60	Excellent	**92**
2042	10TH AVE	6th St	7th St	Local	Asphalt	30	379	62	1,305	86	67	60	Excellent	**86**
2044	10TH AVE	7th St	8th St	Local	Asphalt	30	384	64	1,344	84	62	60	V Good	**83**
2046	10TH AVE	8th St	9th St	Local	Asphalt	30	375	62	1,311	95	68	60	Excellent	**95**
2048	10TH AVE	9th St	10th St	Local	Asphalt	30	382	64	1,336	86	74	60	Excellent	**86**
2050	10TH AVE	10th St	11th St	Local	Asphalt	30	378	63	1,322	94	75	60	Excellent	**93**
2051	10TH AVE	11th St	12th St	Local	Asphalt	42	381	89	1,878	86	80	60	Excellent	**86**
2054	10TH AVE	13th St	14th St	Local	Asphalt	31	379	64	1,350	92	60	60	Excellent	**91**
2056	10TH AVE	14th St	15th St	Local	Asphalt	30	376	63	1,316	94	63	60	Excellent	**93**
2058	10TH AVE	15th St	16th St	Local	Asphalt	31	383	65	1,363	89	68	60	Excellent	**89**
2060	10TH AVE	16th St	17th St	Local	Asphalt	34	428	82	1,716	99	52	60	Excellent	**97**
2061	10TH AVE	WEOR	18th St	Local	Asphalt	45	253	64	1,341	98	57	60	Excellent	**96**
2062	10TH AVE	18th St	19th St	Local	Asphalt	33	376	70	1,460	100	66	60	Excellent	**98**
2064	10TH AVE	19th St	20th St	Local	Asphalt	40	370	82	1,724	85	64	60	V Good	**84**
2066	10TH AVE	20th St	21st ST	Local	Asphalt	40	386	86	1,799	94	70	60	Excellent	**93**
1680	10TH ST	Main St	F St	Local	Asphalt	37	270	55	1,165	81	34	60	V Good	**81**
1701	10TH ST	F St	Idaho St	Local	Asphalt	37	293	60	1,265	95	50	60	Excellent	**95**
1833	10TH ST	Miller St	600	Local	Concrete	24	187	25	525	16	0	60	V Poor	**15**
1900	10TH ST	600	7th Ave	Local	Concrete	24	420	56	1,176	62	28	60	Good	**61**
1945	10TH ST	7th Ave	8th Ave	Local	Concrete	23	393	50	1,054	60	42	60	Good	**59**
2000	10TH ST	8th Ave	9th Ave	Local	Asphalt	45	380	95	1,992	92	57	60	Excellent	**92**
2047	10TH ST	9th Ave	10th Ave	Local	Asphalt	30	382	64	1,337	94	68	60	Excellent	**93**
2087	10TH ST	10th Ave	11th Ave	Local	Asphalt	30	366	61	1,280	96	52	60	Excellent	**95**
2134	10TH ST	11th Ave	12th Ave	Local	Asphalt	30	305	51	1,069	100	50	60	Excellent	**99**
2168	10TH ST	12th Ave	13th Ave	Local	Asphalt	30	305	51	1,067	81	37	60	V Good	**80**
2204	10TH ST	13th Ave	14th Ave	Local	Asphalt	40	294	65	1,371	89	64	60	Excellent	**88**
2255	10TH ST	14th Ave	N St	Local	Asphalt	40	408	91	1,906	86	81	60	Excellent	**85**
2268	10TH ST	N St	15th Ave	Local	Asphalt	34	204	39	814	93	67	60	Excellent	**92**
2369	10TH ST	16th Ave	17th Ave	Local	Asphalt	38	380	79	1,664	98	61	60	Excellent	**97**
2411	10TH ST	17th Ave	18th Ave	Local	Asphalt	39	382	82	1,716	97	50	60	Excellent	**96**
2451	10TH ST	18th Ave	Gateway Dr	Local	Asphalt	36	584	116	2,426	91	72	60	Excellent	**91**
2675	10TH ST	Stewart Ave	Vista Ave	Arterial	Asphalt	34	685	131	2,749	73	65	30	V Good	**72**
4028	10TH ST	Vista Ave	Preston Ave	Arterial	Asphalt	34	657	124	2,597	75	72	30	V Good	**73**
4020	10TH ST	Pres	Andrus Way	Arterial	Asphalt	36	624	125	2,626	78	74	30	V Good	**77**
4783	10TH ST	Cecil Andrus Way	Park Ave	Arterial	Asphalt	39	38	8	171	67	40	30	Good	**65**
2744	10TH ST	Park Ave	Warner Ave	Arterial	Asphalt	45	547	136	2,850	42	54	60	Marginal	**41**
4021	10TH ST	Warner Ave	Thain Rd	Arterial	Asphalt	56	233	72	1,508	53	36	60	Fair	**51**
3972	10TH ST	Thain Rd	Linden Ave	Arterial	Asphalt	30	654	109	2,299	14	48	60	V Poor	**13**
3280	10TH ST	Linden Ave	Bryden Ave	Arterial	Asphalt	41	656	150	3,146	14	51	60	V Poor	**13**
2852	10TH ST	Bryden Ave	Airway Ave	Arterial	Asphalt	30	661	111	2,332	53	61	30	Fair	**51**
4017	10TH ST	Airway Ave	Burrell Ave	Arterial	Asphalt	26	658	95	1,995	46	59	60	Marginal	**44**
3456	10TH ST	Burrell Ave	Cedar Ave	Collector	Asphalt	25	655	91	1,911	98	90	60	Excellent	**96**

GISID	On Street	From Street	To Street	FunCL	Pavetype	Pavement Width (ft)	Pavement Length (ft)	Add Area (yd2)	Pavement Area (yd2)	Condition Summary: Surface Distress Index (SDI)	Roughness Index (RI)	Structural Index (SI)	Condition Rating	Current Segment PCI (CPCI)
3457	10TH ST	Cedar Ave	Grelle Ave	Collector	Asphalt	29	664	106	2,235	94	92	60	Excellent	**92**
2978	10TH ST	Grelle Ave	Alder Ave	Collector	Asphalt	28	664	103	2,171	99	92	60	Excellent	**97**
3994	10TH ST	Alder Ave	Powers Ave	Collector	Asphalt	27	661	97	2,047	80	100	60	V Good	**79**
3984	10TH ST	Powers Ave	3800	Collector	Asphalt	25	658	91	1,919	89	100	60	Excellent	**88**
3973	10TH ST	Ripon Ave	Hemlock Ave	Local	Asphalt	31	664	114	2,402	90	74	60	Excellent	**89**
3974	10TH ST	Hemlock Ave	Hemlock Dr	Local	Asphalt	34	325	61	1,290	86	75	60	Excellent	**85**
3103	10TH ST	Hemlock Dr	Richardson Ave	Local	Asphalt	33	353	65	1,358	90	66	60	Excellent	**90**
3042	10TH ST	3800	Ripon Ave	Collector	Asphalt	25	660	92	1,925	88	92	60	Excellent	**88**
3043	10TH ST E	Powers Ave	3800	Local	Asphalt	29	660	106	2,233	87	46	60	Excellent	**87**
2081	11TH AVE	Snake River Ave	Prospect Ave	Collector	Asphalt	26	548	79	1,662	39	56	60	Poor	**38**
3699	11TH AVE	Prospect Ave	2nd St	Collector	Asphalt	36	76	15	313	78	77	60	V Good	**77**
2072	11TH AVE	2nd St	3rd St	Collector	Asphalt	36	243	48	1,006	72	52	60	V Good	**72**
2074	11TH AVE	3rd St	4th St	Collector	Asphalt	36	379	75	1,570	74	55	60	V Good	**73**
2075	11TH AVE	4th St	500	Collector	Asphalt	30	446	74	1,562	67	54	60	Good	**66**
2078	11TH AVE	500	6th St	Collector	Asphalt	30	517	86	1,810	70	56	60	V Good	**69**
2080	11TH AVE	6th St	7th St	Collector	Asphalt	30	380	63	1,329	67	58	60	Good	**66**
2082	11TH AVE	7th St	8th St	Collector	Asphalt	31	361	62	1,294	69	47	60	Good	**68**
2085	11TH AVE	8th St	9th St	Collector	Asphalt	34	317	59	1,242	67	56	60	Good	**66**
3737	11TH AVE	9th St	9th St	Collector	Asphalt	31	79	14	284	65	72	60	Good	**64**
2086	11TH AVE	9th St	10th St	Collector	Asphalt	31	256	44	927	69	82	60	Good	**68**
3738	11TH AVE	10th St	10th St	Collector	Asphalt	31	127	22	458	68	71	60	Good	**67**
2089	11TH AVE	10th St	11th St	Collector	Asphalt	31	199	34	720	70	81	30	V Good	**69**
3733	11TH AVE	11th St	11th St	Collector	Asphalt	31	183	32	662	71	73	60	V Good	**70**
2091	11TH AVE	12th St	12th St	Collector	Asphalt	31	99	17	359	76	75	60	V Good	**75**
3726	11TH AVE	12th St	13th St	Collector	Asphalt	31	284	49	1,025	70	64	60	V Good	**69**
2095	11TH AVE	13th St	14th St	Collector	Asphalt	31	383	66	1,386	75	65	60	V Good	**75**
2097	11TH AVE	14th St	15th St	Collector	Asphalt	34	382	73	1,536	80	73	30	V Good	**79**
2099	11TH AVE	15th St	16th St	Collector	Asphalt	31	373	64	1,349	86	72	60	Excellent	**85**
2101	11TH AVE	16th St	17th St	Collector	Asphalt	33	379	70	1,467	72	60	30	V Good	**72**
2102	11TH AVE	17th St	18th St	Collector	Asphalt	41	349	79	1,668	73	58	30	V Good	**72**
4791	11TH AVE	18th St	18th St	Collector	Asphalt	42	35	8	169	80	61	60	V Good	**79**
2105	11TH AVE	18th St	19th St	Collector	Asphalt	43	379	90	1,899	81	84	60	V Good	**80**
2106	11TH AVE	19th St	20th St	Collector	Asphalt	42	382	89	1,871	86	78	60	Excellent	**85**
2108	11TH AVE	20th St	21st ST	Collector	Asphalt	42	367	86	1,800	86	58	60	Excellent	**85**
2109	11TH AVE	21st St	2200	Collector	Asphalt	44	500	122	2,567	85	61	60	V Good	**84**
2110	11TH AVE	2200	23rd St	Collector	Asphalt	44	256	63	1,314	91	69	60	Excellent	**90**
2111	11TH AVE	23rd St	24th St	Collector	Asphalt	44	381	93	1,954	84	74	60	V Good	**84**
2114	11TH AVE	24th St	2506	Collector	Asphalt	40	225	51	1,062	92	72	60	Excellent	**91**
3225	11TH AVE	2500	Willow Dr	Collector	Asphalt	42	193	45	947	94	66	60	Excellent	**93**
2116	11TH AVE	Willow Dr	2700	Collector	Asphalt	40	335	74	1,556	91	74	60	Excellent	**90**
3719	11TH AVE	2700	Willow Dr	Collector	Asphalt	29	179	29	606	87	69	60	Excellent	**86**
3224	11TH AVE	Willow Dr	2816	Collector	Asphalt	29	215	35	727	80	71	60	V Good	**79**
2117	11TH AVE	2800	29th St	Collector	Asphalt	29	249	40	841	90	70	60	Excellent	**89**

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2118	11TH AVE	29th St	30th St	Local	Asphalt	37	271	56	1,168	84	62	60	V Good	**84**
3720	11TH AVE	30th St	EEOR	Local	Asphalt	38	42	9	184	78	91	60	V Good	**77**
1714	11TH ST	F St	Idaho St	Local	Asphalt	28	304	47	994	88	43	60	Excellent	**87**
1734	11TH ST	Idaho St	400	Local	Asphalt	30	308	51	1,077	84	88	60	V Good	**84**
1764	11TH ST	400	500	Local	Asphalt	33	233	43	909	99	70	60	Excellent	**98**
1840	11TH ST	Miller St	6th Ave	Local	Asphalt	13	210	15	311	78	32	60	V Good	**78**
1903	11TH ST	6th Ave	7th Ave	Local	Asphalt	14	470	37	768	87	24	60	Excellent	**87**
1947	11TH ST	700	8th Ave	Local	Asphalt	30	195	33	683	88	33	60	Excellent	**88**
2004	11TH ST	8th Ave	9th Ave	Local	Asphalt	30	381	64	1,334	83	56	60	V Good	**83**
2049	11TH ST	9th Ave	10th Ave	Local	Asphalt	38	380	81	1,706	87	74	60	Excellent	**86**
2088	11TH ST	10th Ave	11th Ave	Local	Asphalt	30	367	61	1,285	91	63	60	Excellent	**90**
3728	11TH ST	11th Ave	Morgan Ave	Local	Asphalt	30	233	39	816	98	71	60	Excellent	**96**
3729	11TH ST	Morgan Ave	12th Ave	Local	Asphalt	30	73	12	254	95	65	60	Excellent	**95**
2151	11TH ST	12th Ave	12th Ave	Local	Asphalt	30	153	25	535	96	66	60	Excellent	**95**
3732	11TH ST	12th Ave	13th Ave	Local	Asphalt	30	147	25	515	97	79	60	Excellent	**96**
2206	11TH ST	13th Ave	14th Ave	Local	Asphalt	30	300	50	1,050	98	45	60	Excellent	**97**
2258	11TH ST	14th Ave	N St	Local	Asphalt	30	405	67	1,417	95	60	60	Excellent	**94**
2270	11TH ST	N St	15th Ave	Local	Asphalt	33	200	37	770	93	61	60	Excellent	**92**
2314	11TH ST	1500	16th Ave	Local	Asphalt	42	189	44	922	72	58	30	V Good	**71**
2373	11TH ST	16th Ave	17th Ave	Local	Asphalt	38	385	81	1,708	89	60	60	Excellent	**88**
2413	11TH ST	17th Ave	18th Ave	Local	Asphalt	37	374	76	1,598	98	67	60	Excellent	**97**
3281	11TH ST	Warner Ave	Linden Ave	Local	Asphalt	24	682	90	1,890	91	52	60	Excellent	**90**
3971	11TH ST	Linden Ave	Thain Rd	Local	Asphalt	21	663	78	1,647	94	60	60	Excellent	**93**
4012	11TH ST	Thain Rd	Airway Ave	Local	Asphalt	23	658	83	1,750	99	73	60	Excellent	**98**
2855	11TH ST	Airway Ave	Burrell Ave	Local	Asphalt	24	662	87	1,831	97	80	60	Excellent	**96**
3291	11TH ST	Burrell Ave	Peach Tree Ln	Local	Asphalt	23	335	43	911	99	66	60	Excellent	**97**
4485	11TH ST	Peach Tree Ln	Cedar Ave	Local	Asphalt	23	327	42	888	89	69	60	Excellent	**88**
3961	11TH ST	Cedar Ave	3621	Local	Asphalt	23	320	41	871	83	52	60	V Good	**83**
3962	11TH ST	3530	Grelle Ave	Local	Asphalt	23	335	43	911	75	50	60	V Good	**74**
3294	11TH ST	Grelle Ave	Alder Ave	Local	Asphalt	24	663	89	1,863	96	64	60	Excellent	**95**
3957	11TH ST	Alder Ave	Alder Dr	Local	Asphalt	23	331	43	896	100	60	60	Excellent	**99**
3958	11TH ST	Alder Dr	Powers Ave	Local	Asphalt	23	323	42	875	100	70	60	Excellent	**99**
3955	11TH ST	Powers Ave	Birch Ave	Local	Asphalt	27	655	98	2,049	80	66	60	V Good	**80**
3305	11TH ST	Birch Ave	Ripon Ave	Local	Asphalt	23	665	86	1,807	69	62	60	Good	**68**
3954	11TH ST	Ripon Ave	Hemlock Ave	Local	Asphalt	32	657	116	2,444	87	68	60	Excellent	**86**
3953	11TH ST	Hemlock Ave	Hemlock Dr	Local	Asphalt	23	327	41	869	85	62	60	V Good	**84**
3306	11TH ST	Hemlock Dr	Richardson Ave	Local	Asphalt	24	344	46	968	76	70	60	V Good	**75**
2873	11TH ST B	Airway Ave	Airway Dr	Local	Asphalt	29	256	41	871	99	74	60	Excellent	**98**
2811	11TH ST C	Linden Ave	3420	Local	Asphalt	41	445	101	2,119	83	69	60	V Good	**82**
2923	11TH ST C	Burrell Ave	Cedar Ave	Local	Asphalt	24	663	88	1,856	61	76	60	Good	**60**
3044	11TH ST C	3708	Birch Ave	Local	Asphalt	50	230	65	1,357	83	64	60	V Good	**83**
3995	11TH ST D	Cedar Ave	Cedar Dr	Local	Asphalt	19	331	35	734	100	60	60	Excellent	**99**
2948	11TH ST D	Cedar Dr	Grelle Ave	Local	Asphalt	19	329	35	729	98	56	60	Excellent	**97**

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3046	11TH ST E	3708	Birch Ave	Local	Asphalt	53	219	64	1,341	80	68	60	V Good	**80**
3082	11TH ST E	Ripon Ave	3900	Local	Asphalt	46	406	103	2,158	80	76	60	V Good	**79**
3727	11THAVE	11th St	12th St	Collector	Asphalt	31	378	65	1,365	76	64	60	V Good	**75**
3718	11THAVE	24th St	24thSt	Collector	Asphalt	34	117	22	469	94	59	60	Excellent	**93**
2132	12TH AVE	3rd St	4th St	Local	Asphalt	30	377	63	1,319	85	57	60	Excellent	**85**
2133	12TH AVE	4th St	500	Local	Asphalt	19	455	48	1,009	58	52	60	Fair	**57**
2137	12TH AVE	500	6th St	Local	Asphalt	19	455	48	1,008	84	64	60	V Good	**83**
2139	12TH AVE	6th St	7th St	Local	Asphalt	18	392	39	823	90	61	60	Excellent	**90**
2127	12TH AVE	7th St	8th St	Local	Asphalt	29	337	55	1,158	90	62	60	Excellent	**89**
2131	12TH AVE	8th St	9th St	Local	Asphalt	30	336	56	1,176	79	68	60	V Good	**79**
2135	12TH AVE	9th St	10th St	Local	Asphalt	30	334	56	1,167	77	64	60	V Good	**77**
2138	12TH AVE	10th St	11th St	Local	Asphalt	30	323	54	1,131	98	61	60	Excellent	**97**
2156	12TH AVE	11th St	12th St	Local	Asphalt	30	667	111	2,335	95	73	60	Excellent	**94**
2157	12TH AVE	12th St	1300	Local	Asphalt	30	307	51	1,075	95	81	60	Excellent	**94**
2159	12TH AVE	1300	14th St	Local	Asphalt	30	353	59	1,235	86	77	60	Excellent	**85**
3724	12TH AVE	14th St	15th St	Local	Asphalt	34	367	69	1,456	81	58	60	V Good	**81**
4771	12TH AVE	15th St	1510	Local	Asphalt	34	65	12	259	100	24	60	Excellent	**99**
4770	12TH AVE	1510	16th St	Local	Asphalt	12	324	22	453	66	43	60	Good	**66**
2141	12TH AVE	1600	17th St	Local	Asphalt	52	383	111	2,322	95	63	60	Excellent	**94**
2143	12TH AVE	17th St	18th St	Local	Asphalt	38	350	74	1,550	83	52	60	V Good	**82**
2145	12TH AVE	18th St	19th St	Local	Asphalt	36	409	82	1,716	98	69	60	Excellent	**97**
2147	12TH AVE	19th St	20th St	Local	Asphalt	39	382	83	1,736	100	73	60	Excellent	**98**
2149	12TH AVE	20th St	21st St	Local	Asphalt	38	366	77	1,622	94	73	60	Excellent	**93**
2150	12TH AVE	21st St	2200	Local	Asphalt	33	510	93	1,944	90	52	60	Excellent	**89**
2153	12TH AVE	2200	23rd St	Local	Asphalt	31	249	43	912	88	72	60	Excellent	**88**
2155	12TH AVE	23rd St	24th St	Local	Asphalt	40	381	84	1,766	90	55	60	Excellent	**89**
2158	12TH AVE	24th St	2500	Local	Asphalt	47	415	108	2,265	90	79	60	Excellent	**89**
1733	12TH ST	F St	Vern Ln	Local	Asphalt	30	168	28	590	69	84	60	Good	**69**
4144	12TH ST	Vern Ln	Idaho St	Local	Asphalt	30	224	37	782	88	78	60	Excellent	**87**
1770	12TH ST	Idaho St	400	Local	Asphalt	24	368	49	1,032	91	61	60	Excellent	**90**
1780	12TH ST	400	500	Local	Asphalt	31	218	37	780	80	25	60	V Good	**79**
9999	12TH ST	8th Ave	NEOR	Local	Asphalt	38	181	38	792	90	52	60	Excellent	**89**
2006	12TH ST	8th Ave	9th Ave	Local	Asphalt	47	383	101	2,113	85	53	60	Excellent	**85**
2090	12TH ST	10th Ave	11th Ave	Local	Asphalt	37	365	76	1,586	84	68	60	V Good	**83**
2119	12TH ST	11th Ave	Morgan Ave	Local	Asphalt	30	210	35	737	92	67	60	Excellent	**92**
3730	12TH ST	Morgan Ave	12th Ave	Local	Asphalt	30	225	37	787	86	65	60	Excellent	**85**
2177	12TH ST	12th Ave	1300	Local	Asphalt	30	223	37	782	90	54	60	Excellent	**89**
2208	12TH ST	1300	14th Ave	Local	Asphalt	30	223	37	781	91	55	60	Excellent	**90**
2262	12TH ST	14th Ave	N St	Local	Asphalt	30	406	68	1,420	86	78	60	Excellent	**86**
2272	12TH ST	N St	15th Ave	Local	Asphalt	38	197	42	874	90	80	60	Excellent	**89**
2316	12TH ST	15th Ave	16th Ave	Local	Asphalt	31	384	65	1,374	92	66	60	Excellent	**91**
2375	12TH ST	16th Ave	17th Ave	Local	Asphalt	35	379	74	1,560	97	58	60	Excellent	**96**
2415	12TH ST	17th Ave	18th Ave	Local	Asphalt	39	380	82	1,729	97	65	60	Excellent	**95**

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3970	12TH ST	Bus Entrance (Old Pvt)	Linden Ave	Local	Asphalt	26	601	88	1,848	90	60	60	Excellent	**89**
3284	12TH ST	Linden Ave	Linden Dr	Local	Asphalt	29	328	53	1,115	89	64	60	Excellent	**88**
3969	12TH ST	Linden Dr	Bryden Ave	Local	Asphalt	25	337	46	963	79	66	60	V Good	**79**
6394	12TH ST	Warner Ave	Bus Entrance (Old Pvt)	Local	Asphalt	29	64	10	220	100	36	60	Excellent	**99**
3285	12TH ST	Bryden Ave	Airway Ave	Local	Asphalt	21	653	77	1,608	57	56	60	Fair	**56**
3968	12TH ST	Airway Ave	3520	Local	Asphalt	65	451	163	3,418	94	77	60	Excellent	**93**
3998	12TH ST	Burrell Ave	Cedar Ave	Local	Asphalt	32	661	119	2,494	86	80	60	Excellent	**86**
2959	12TH ST	Cedar Ave	Grelle Ave	Local	Asphalt	33	662	122	2,572	95	73	60	Excellent	**94**
3295	12TH ST	Grelle Ave	Alder Ave	Local	Asphalt	32	660	116	2,444	96	69	60	Excellent	**95**
3956	12TH ST	Alder Ave	Powers Ave	Local	Asphalt	26	653	95	1,996	81	73	60	V Good	**81**
6393	12TH ST	Warner Ave	Roundabout (Circle)	Local	Asphalt	20	248	27	565	94	41	60	Excellent	**93**
3105	12TH ST A	3826	Richardson Ave	Local	Asphalt	39	303	65	1,369	83	60	60	V Good	**82**
2860	12TH ST C	Bryden Ave	Airway Ave	Local	Asphalt	36	663	134	2,817	78	64	60	V Good	**77**
2861	12TH ST F	Bryden Ave	Airway Ave	Local	Asphalt	27	658	100	2,105	96	76	60	Excellent	**95**
1495	12TH ST N	6th Ave N	7th Ave N	Local	Asphalt	52	360	104	2,186	15	34	60	V Poor	**14**
1476	12TH ST N	7th Ave N	7th Ave N	Local	Asphalt	36	344	68	1,428	34	40	60	Poor	**33**
4839	13TH AV	Prospect Ave	WEOR	Local	Asphalt	17	360	34	714	94	12	60	Excellent	**93**
3264	13TH AVE	Prospect Ave	2nd St	Local	Asphalt	30	247	41	865	98	65	60	Excellent	**97**
3739	13TH AVE	2nd St	2nd St	Local	Asphalt	30	23	4	81	100	43	60	Excellent	**99**
3265	13TH AVE	2nd St	3rd St	Local	Asphalt	30	251	42	877	90	63	60	Excellent	**90**
2175	13TH AVE	3rd St	University Ct	Local	Asphalt	30	204	34	712	100	49	60	Excellent	**99**
3812	13TH AVE	University Ct	4th St	Local	Asphalt	30	171	29	600	100	71	60	Excellent	**99**
2163	13TH AVE	7th St	8th St	Local	Asphalt	32	331	58	1,219	90	65	60	Excellent	**89**
2165	13TH AVE	8th St	9th St	Local	Asphalt	30	337	56	1,180	93	64	60	Excellent	**92**
2169	13TH AVE	9th St	10th St	Local	Asphalt	30	334	56	1,168	94	73	60	Excellent	**93**
2171	13TH AVE	10th St	11th St	Local	Asphalt	30	323	54	1,131	92	68	60	Excellent	**91**
2180	13TH AVE	14th St	15th St	Local	Asphalt	30	367	61	1,285	97	71	60	Excellent	**96**
2182	13TH AVE	15th St	16th St	Local	Asphalt	50	386	107	2,253	92	56	60	Excellent	**91**
2184	13TH AVE	16th St	17th St	Local	Asphalt	50	383	106	2,236	92	49	60	Excellent	**91**
2186	13TH AVE	17th St	18th St	Local	Asphalt	38	347	73	1,537	90	68	60	Excellent	**90**
2188	13TH AVE	18th St	19th St	Local	Asphalt	36	413	83	1,733	89	75	60	Excellent	**88**
2190	13TH AVE	19th St	20th St	Local	Asphalt	39	383	83	1,741	93	59	60	Excellent	**92**
2192	13TH AVE	20th St	21st St	Local	Asphalt	52	364	104	2,190	93	57	60	Excellent	**92**
2193	13TH AVE	21st St	2200	Local	Asphalt	36	533	107	2,238	84	67	60	V Good	**83**
2195	13TH AVE	2200	23rd St	Local	Asphalt	39	231	50	1,050	88	43	60	Excellent	**87**
2197	13TH AVE	23rd St	24th St	Local	Asphalt	39	379	81	1,703	93	80	60	Excellent	**92**
2198	13TH AVE	24th St	2500	Local	Asphalt	45	442	111	2,330	89	80	60	Excellent	**89**
1710	13TH ST	Main St	F St	Collector	Asphalt	42	287	66	1,396	48	60	60	Marginal	**46**
1731	13TH ST	F St	Vern Ln	Collector	Asphalt	45	183	45	948	74	69	60	V Good	**73**
4145	13TH ST	Vern Ln	G St	Collector	Asphalt	45	74	18	382	52	51	30	Fair	**50**
1765	13TH ST	G St	Idaho St	Collector	Asphalt	40	269	60	1,259	58	50	60	Fair	**57**
2008	13TH ST	8th Ave	9th Ave	Collector	Asphalt	44	380	93	1,944	77	51	30	V Good	**76**
2052	13TH ST	9th Ave	10th Ave	Collector	Asphalt	36	383	76	1,605	78	52	30	V Good	**77**

GISID	On Street	From Street	To Street	FunCL	Pavetype	Pavement Width (ft)	Pavement Length (ft)	Add Area (yd2)	Pavement Area (yd2)	Condition Summary: Surface Distress Index (SDI)	Roughness Index (RI)	Structural Index (SI)	Condition Rating	Current Segment PCI (CPCI)
2093	13TH ST	10th Ave	11th Ave	Collector	Asphalt	30	365	61	1,276	74	62	30	V Good	**73**
2274	13TH ST	N St	15th Ave	Local	Asphalt	26	199	29	605	95	58	60	Excellent	**94**
2318	13TH ST	15th Ave	16th Ave	Local	Asphalt	18	385	38	808	86	66	60	Excellent	**85**
2377	13TH ST	16th Ave	17th Ave	Local	Asphalt	39	382	83	1,738	98	51	60	Excellent	**97**
2417	13TH ST	17th Ave	18th Ave	Local	Asphalt	39	380	82	1,728	84	59	60	V Good	**83**
3747	13TH ST	18th Ave	Broadview Dr	Local	Asphalt	38	247	52	1,096	92	60	60	Excellent	**91**
3215	13TH ST	Broadview Dr	1900	Local	Asphalt	39	159	34	724	91	77	60	Excellent	**90**
2477	13TH ST	1900	2000	Local	Asphalt	38	420	88	1,855	94	69	60	Excellent	**93**
2501	13TH ST	2000	21st Ave	Local	Asphalt	36	405	81	1,701	93	86	60	Excellent	**92**
2519	13TH ST	21st Ave	2200	Local	Asphalt	41	824	187	3,922	92	64	60	Excellent	**92**
2789	13TH ST	Linden Ave	Bryden Ave	Local	Asphalt	11	662	40	850	80	54	60	V Good	**80**
2862	13TH ST	Bryden Ave	Airway Ave	Local	Asphalt	32	648	116	2,435	89	85	60	Excellent	**88**
3960	13TH ST	Burrell Ave	Cedar Ave	Local	Asphalt	27	660	97	2,045	98	71	60	Excellent	**97**
3292	13TH ST	Cedar Ave	Grelle Ave	Local	Asphalt	24	662	88	1,839	99	78	60	Excellent	**97**
3296	13TH ST	Grelle Ave	Alder Ave	Local	Asphalt	26	661	97	2,039	89	57	60	Excellent	**89**
4025	13TH ST	Alder Ave	Powers Ave	Local	Asphalt	28	646	100	2,103	74	67	60	V Good	**73**
3048	13TH ST	Powers Ave	Birch Ave	Local	Asphalt	27	663	98	2,065	87	62	60	Excellent	**86**
4032	13TH ST	Birch Ave	Ripon Ave	Local	Asphalt	28	658	102	2,149	94	69	60	Excellent	**93**
3307	13TH ST	Ripon Ave	Hemlock Ave	Local	Asphalt	25	515	72	1,508	95	64	60	Excellent	**94**
3949	13TH ST	Hemlock Ave	Hemlock Ave	Local	Asphalt	23	144	18	382	69	70	30	Good	**68**
3950	13TH ST	Hemlock Ave	Richardson Ave	Local	Asphalt	22	657	81	1,708	99	75	60	Excellent	**97**
1906	13TH ST	6th Ave	7th Ave	Collector	Asphalt	40	334	73	1,537	67	57	60	Good	**66**
2961	13TH ST C	Cedar Ave	Grelle Ave	Local	Asphalt	27	660	99	2,084	83	73	60	V Good	**83**
3083	13TH ST C	Ripon Ave	3900	Local	Asphalt	46	394	101	2,122	91	64	60	Excellent	**90**
3088	13TH ST D	Ripon Ave	Hemlock Ave	Local	Asphalt	34	657	122	2,566	83	70	60	V Good	**82**
1802	13TH STGR	Idaho St	Park St	Local	Asphalt	36	414	83	1,737	68	63	60	Good	**67**
1869	13TH STGR	Park St	6th Ave	Local	Asphalt	46	473	121	2,537	81	57	60	V Good	**81**
1954	13TH STGR	7th Ave	8th Ave	Local	Asphalt	41	383	87	1,827	47	51	60	Marginal	**46**
2216	14TH AVE	Prospect Ave	2nd St	Local	Asphalt	30	414	69	1,448	86	71	60	Excellent	**85**
2218	14TH AVE	2nd St	3rd St	Local	Asphalt	30	266	44	930	88	59	60	Excellent	**88**
2220	14TH AVE	3rd St	4th St	Local	Asphalt	30	379	63	1,327	88	55	60	Excellent	**88**
2201	14TH AVE	7th St	8th St	Local	Asphalt	38	327	70	1,461	92	65	60	Excellent	**91**
2203	14TH AVE	8th St	9th St	Local	Asphalt	36	339	67	1,402	100	70	60	Excellent	**99**
2205	14TH AVE	9th St	10th St	Local	Asphalt	32	332	59	1,244	87	58	60	Excellent	**86**
2207	14TH AVE	10th St	11th St	Local	Asphalt	30	326	54	1,142	88	69	60	Excellent	**87**
2209	14TH AVE	11th St	12th St	Local	Asphalt	30	658	110	2,304	91	69	60	Excellent	**90**
2210	14TH AVE	12th St	1300	Local	Asphalt	30	337	56	1,180	93	77	60	Excellent	**92**
2213	14TH AVE	1300	14th St	Local	Asphalt	30	326	54	1,142	100	68	60	Excellent	**99**
2222	14TH AVE	14th St	15th St	Local	Asphalt	40	377	84	1,761	89	66	60	Excellent	**89**
2224	14TH AVE	15th St	16th St	Local	Asphalt	40	376	84	1,754	95	76	60	Excellent	**94**
2226	14TH AVE	16th St	17th St	Local	Asphalt	40	379	84	1,770	92	80	60	Excellent	**91**
2228	14TH AVE	17th St	18th St	Local	Asphalt	39	348	75	1,582	93	55	60	Excellent	**92**
2230	14TH AVE	18th St	19th St	Local	Asphalt	39	415	90	1,889	88	67	60	Excellent	**88**

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2232	14TH AVE	19th St	20th St	Local	Asphalt	34	378	72	1,504	94	56	60	Excellent	**93**
2234	14TH AVE	20th St	21st St	Local	Asphalt	39	364	79	1,654	81	46	60	V Good	**80**
2235	14TH AVE	21st St	2200	Local	Asphalt	39	377	81	1,705	91	72	60	Excellent	**90**
2237	14TH AVE	2200	23rd St	Local	Asphalt	39	388	85	1,787	89	75	60	Excellent	**88**
2239	14TH AVE	23rd St	24th St	Local	Asphalt	40	382	85	1,784	81	75	60	V Good	**80**
2241	14TH AVE	24th St	2500	Local	Asphalt	46	480	123	2,585	86	75	60	Excellent	**86**
1874	14TH ST	Idaho St	6th Ave	Local	Asphalt	26	582	84	1,771	98	47	60	Excellent	**97**
1960	14TH ST	7th Ave	8th Ave	Local	Asphalt	30	357	59	1,233	92	79	60	Excellent	**91**
2010	14TH ST	8th Ave Blvd	9th Ave	Local	Asphalt	30	353	59	1,235	99	54	60	Excellent	**97**
2053	14TH ST	9th Ave	10th Ave	Local	Asphalt	30	380	63	1,331	96	59	60	Excellent	**95**
2094	14TH ST	10th Ave	11th Ave	Local	Asphalt	30	369	62	1,310	92	63	60	Excellent	**91**
3263	14TH ST	11th Ave	Morgan Ave	Collector	Asphalt	42	230	54	1,137	77	66	30	V Good	**77**
3725	14TH ST	Morgan Ave	12th Ave	Collector	Asphalt	43	227	54	1,136	85	79	60	V Good	**84**
2178	14TH ST	12th Ave	12th Ave	Collector	Asphalt	37	80	17	347	80	57	30	V Good	**79**
3723	14TH ST	12th Ave	13th Ave	Collector	Asphalt	38	230	48	1,011	83	65	60	V Good	**82**
3731	14TH ST	13th Ave	14th Ave	Collector	Asphalt	40	132	29	615	87	67	60	Excellent	**86**
2212	14TH ST	14th Ave	1416	Collector	Asphalt	40	169	38	788	79	61	60	V Good	**79**
3721	14TH ST	1400	14th Ave	Collector	Asphalt	40	85	19	395	86	66	60	Excellent	**86**
3722	14TH ST	14th Ave	N St	Collector	Asphalt	40	157	35	730	86	69	60	Excellent	**85**
3267	14TH ST	N St	15th Ave	Collector	Asphalt	40	214	48	998	83	56	60	V Good	**82**
3268	14TH ST	15th Ave	16th Ave	Collector	Asphalt	30	382	64	1,351	82	70	60	V Good	**81**
2379	14TH ST	16th Ave	17th Ave	Collector	Asphalt	35	375	74	1,546	86	51	60	Excellent	**86**
3270	14TH ST	17th Ave	18th Ave	Collector	Asphalt	38	382	81	1,709	92	70	60	Excellent	**91**
2453	14TH ST	18th Ave	19th Ave	Collector	Asphalt	39	390	84	1,771	86	66	60	Excellent	**86**
2478	14TH ST	19th Ave	2000	Collector	Asphalt	38	410	87	1,832	93	76	60	Excellent	**92**
2499	14TH ST	2000	21st Ave	Collector	Asphalt	38	401	85	1,794	89	72	60	Excellent	**88**
2518	14TH ST	21st Ave	2200	Collector	Asphalt	39	254	55	1,156	88	75	60	Excellent	**87**
2523	14TH ST	2200	23rd Ave	Collector	Asphalt	38	277	59	1,234	85	56	60	V Good	**84**
2825	14TH ST	Warner Ave	Linden Ave	Local	Asphalt	25	693	97	2,040	89	63	60	Excellent	**88**
4015	14TH ST	Linden Ave	Bryden Ave	Local	Asphalt	32	664	118	2,477	98	80	60	Excellent	**97**
4010	14TH ST	Bryden Ave	Airway Ave	Local	Asphalt	27	654	97	2,032	94	74	60	Excellent	**93**
2864	14TH ST	Airway Ave	Burrell Ave	Local	Asphalt	25	659	92	1,922	93	70	60	Excellent	**92**
2929	14TH ST	Burrell Ave	Cedar Ave	Local	Asphalt	26	659	96	2,011	98	65	60	Excellent	**97**
3999	14TH ST	Cedar Ave	Cedar Drive Ct	Local	Asphalt	26	329	47	980	83	58	60	V Good	**82**
4000	14TH ST	Cedar Drive Ct	Grelle Ave	Local	Asphalt	29	329	53	1,112	99	54	60	Excellent	**97**
2986	14TH ST	Grelle Ave	Alder Ave	Local	Asphalt	24	660	86	1,811	86	63	60	Excellent	**85**
3993	14TH ST	Alder Ave	SEOR	Local	Asphalt	40	514	115	2,424	89	56	60	Excellent	**89**
3049	14TH ST	Thain Rd	Birch Ave	Arterial	Asphalt	40	580	128	2,697	77	65	30	V Good	**76**
3944	14TH ST	Birch Ave	Ripon Ave	Arterial	Asphalt	31	400	69	1,447	72	74	60	V Good	**71**
3947	14TH ST	Ripon Ave	Ripon Ave	Arterial	Asphalt	25	265	36	756	62	39	60	Good	**60**
3951	14TH ST	Ripon Ave	Hemlock Ave	Local	Asphalt	30	650	107	2,243	82	55	60	V Good	**81**
3308	14TH ST	Hemlock Ave	Richardson Ave	Local	Asphalt	24	681	89	1,873	79	54	60	V Good	**78**
3748	14TH ST	Wallace Dr	Vineyard Dr	Collector	Asphalt	33	299	55	1,152	86	65	60	Excellent	**85**

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2826	14TH ST A	Linden Ave	Bryden Ave	Local	Asphalt	34	663	123	2,590	78	73	60	V Good	**77**
2887	14TH ST C	Burrell Ave	NEOR	Local	Asphalt	52	243	70	1,473	83	43	60	V Good	**82**
3051	14TH ST C	Powers Ave	Birch Ave	Local	Asphalt	38	664	138	2,904	91	80	60	Excellent	**90**
3303	14TH ST E	Birch Av	NEOR	Local	Asphalt	40	416	94	1,964	96	75	60	Excellent	**95**
3052	14TH ST E	Birch Ave	Ripon Ave	Local	Asphalt	34	657	122	2,567	95	79	60	Excellent	**94**
3090	14TH ST E	Ripon Ave	Hemlock Ave	Local	Asphalt	35	660	127	2,657	81	69	60	V Good	**81**
2546	14TH STGR	23rd Ave	24th Ave	Collector	Asphalt	37	556	114	2,400	87	72	60	Excellent	**86**
2559	14TH STGR	24th Ave	2500	Collector	Asphalt	38	310	65	1,356	89	74	60	Excellent	**88**
3272	14TH STGR	2500	Wallace Dr	Collector	Asphalt	38	157	33	686	89	68	60	Excellent	**88**
3749	14TH STGR	Vineyard Dr	Vineyard Dr	Collector	Asphalt	34	51	10	204	91	64	60	Excellent	**90**
2593	14TH STGR	Vineyard Dr	27th Ave	Collector	Asphalt	35	209	40	840	89	69	60	Excellent	**89**
2616	14TH STGR	27th Ave	28th Ave	Collector	Asphalt	32	363	65	1,355	83	69	60	V Good	**82**
2634	14TH STGR	28th Ave	Stewart Ave	Collector	Asphalt	35	263	50	1,059	87	64	60	Excellent	**86**
2245	15TH AVE	1st St	2nd St	Local	Asphalt	36	360	72	1,511	66	54	80	Good	**65**
2247	15TH AVE	2nd St	3rd St	Local	Asphalt	36	269	54	1,131	60	53	60	Good	**59**
2250	15TH AVE	3rd St	4th St	Local	Asphalt	36	380	76	1,597	40	51	60	Marginal	**39**
2253	15TH AVE	4th St	5th St	Local	Asphalt	32	376	67	1,406	83	63	60	V Good	**83**
2257	15TH AVE	5th St	600	Local	Asphalt	38	537	114	2,395	85	76	60	V Good	**84**
2260	15TH AVE	600	7th St	Local	Asphalt	41	449	102	2,141	65	73	60	Good	**64**
2266	15TH AVE	7th St	8th St	Local	Asphalt	27	374	56	1,186	81	47	60	V Good	**80**
2267	15TH AVE	8th St	9th St	Local	Asphalt	30	193	32	672	90	66	60	Excellent	**89**
3798	15TH AVE	9th St	900	Local	Asphalt	32	165	29	614	95	68	60	Excellent	**94**
2269	15TH AVE	900	10th St	Local	Asphalt	32	405	72	1,513	88	66	60	Excellent	**88**
2271	15TH AVE	10th St	11th St	Local	Asphalt	32	378	68	1,425	81	64	60	V Good	**81**
2273	15TH AVE	11th St	12th St	Local	Asphalt	26	388	57	1,197	87	52	60	Excellent	**86**
2275	15TH AVE	12th St	13th St	Local	Asphalt	26	368	53	1,107	91	56	60	Excellent	**90**
2276	15TH AVE	13th St	14th St	Local	Asphalt	29	382	61	1,280	83	72	60	V Good	**82**
2278	15TH AVE	14th St	15th St	Local	Asphalt	40	374	83	1,745	92	72	60	Excellent	**91**
2280	15TH AVE	15th St	16th St	Local	Asphalt	40	380	84	1,771	90	71	60	Excellent	**89**
2282	15TH AVE	16th St	17th St	Local	Asphalt	40	380	84	1,771	89	61	60	Excellent	**88**
2285	15TH AVE	17th St	18th St	Local	Asphalt	35	350	68	1,430	92	72	60	Excellent	**91**
2288	15TH AVE	18th St	19th St	Local	Asphalt	39	411	89	1,871	91	67	60	Excellent	**90**
2292	15TH AVE	19th St	20th St	Local	Asphalt	39	385	83	1,750	66	54	60	Good	**65**
2296	15TH AVE	20th St	21st St	Local	Asphalt	36	360	72	1,511	84	63	60	V Good	**83**
1799	15TH ST	G St	Idaho St	Local	Asphalt	32	280	49	1,028	84	30	60	V Good	**84**
1831	15TH ST	Idaho St	500	Local	Asphalt	32	284	50	1,060	94	44	60	Excellent	**93**
1877	15TH ST	500	6th Ave	Local	Asphalt	32	286	51	1,067	92	46	60	Excellent	**91**
1914	15TH ST	6th Ave	7th Ave	Local	Asphalt	48	210	56	1,176	98	55	60	Excellent	**97**
1963	15TH ST	7th Ave	8th Ave	Local	Asphalt	26	363	52	1,085	92	46	60	Excellent	**91**
2012	15TH ST	8th Ave Blvd	9th Ave	Local	Asphalt	37	342	70	1,466	86	64	60	Excellent	**85**
2055	15TH ST	9th Ave	10th Ave	Local	Asphalt	30	378	63	1,323	77	73	60	V Good	**77**
2096	15TH ST	10th Ave	11th Ave	Local	Asphalt	29	369	59	1,249	92	70	60	Excellent	**91**
2179	15TH ST	12th Ave	13th Ave	Local	Asphalt	30	225	37	787	90	63	60	Excellent	**89**

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2221	15TH ST	13th Ave	14th Ave	Local	Asphalt	40	393	87	1,833	94	51	60	Excellent	**93**
2277	15TH ST	14th Ave	15th Ave	Local	Asphalt	40	376	83	1,753	76	36	60	V Good	**75**
2332	15TH ST	15th Ave	16th Ave	Local	Asphalt	32	379	66	1,393	91	47	60	Excellent	**90**
2381	15TH ST	16th Ave	17th Ave	Local	Asphalt	23	379	48	1,016	73	51	60	V Good	**72**
2420	15TH ST	17th Ave	18th Ave	Local	Asphalt	25	378	53	1,103	82	49	60	V Good	**81**
2454	15TH ST	18th Ave	19th Ave	Local	Asphalt	34	385	73	1,542	86	57	60	Excellent	**86**
2480	15TH ST	19th Ave	20th Ave	Local	Asphalt	39	380	82	1,731	95	60	60	Excellent	**94**
2494	15TH ST	20th Ave	21st Ave	Local	Asphalt	44	378	93	1,955	100	62	60	Excellent	**99**
2547	15TH ST	23rd Ave	24th Ave	Local	Asphalt	30	554	92	1,940	79	67	60	V Good	**79**
2555	15TH ST	24th Ave	SEOR	Local	Asphalt	49	263	72	1,502	88	48	60	Excellent	**87**
2794	15TH ST	Warner Ave	Linden Ave	Local	Asphalt	26	676	96	2,021	83	60	60	V Good	**82**
4038	15TH ST	Linden Ave	Bryden Ave	Local	Asphalt	25	660	92	1,933	85	63	60	Excellent	**85**
4009	15TH ST	Bryden Ave	Bryden Dr	Local	Asphalt	25	329	46	963	77	70	30	V Good	**76**
4008	15TH ST	Bryden Dr	Airway Ave	Local	Asphalt	26	329	48	1,002	97	59	60	Excellent	**96**
2838	15TH ST	Airway Ave	Burrell Ave	Local	Asphalt	28	666	103	2,160	88	60	60	Excellent	**87**
3963	15TH ST	Burrell Ave	Burrell Dr	Local	Asphalt	25	328	46	967	97	71	60	Excellent	**96**
3964	15TH ST	Burrell Dr	Cedar Ave	Local	Asphalt	25	330	46	970	95	73	60	Excellent	**94**
3289	15TH ST	Cedar Ave	Grelle Ave	Local	Asphalt	25	655	91	1,909	97	70	60	Excellent	**96**
3992	15TH ST	Grelle Ave	Alder Ave	Local	Asphalt	25	661	92	1,927	95	67	60	Excellent	**94**
3991	15TH ST	Alder Ave	Alder Dr	Local	Asphalt	23	331	42	887	91	62	60	Excellent	**90**
2987	15TH ST	Alder Dr	Powers Ave	Local	Asphalt	21	333	39	817	96	67	60	Excellent	**95**
3053	15TH ST	Powers Ave	Birch Ave	Local	Asphalt	25	660	92	1,926	98	70	60	Excellent	**97**
3948	15TH ST	Birch Ave	Ripon Ave	Local	Asphalt	26	660	93	1,963	97	64	60	Excellent	**96**
3952	15TH ST	Ripon Ave	Hemlock Ave	Local	Asphalt	24	659	86	1,807	99	63	60	Excellent	**98**
3309	15TH ST	Hemlock Ave	Richardson Ave	Local	Asphalt	23	675	86	1,810	96	57	60	Excellent	**95**
2964	15TH ST E	Grelle Ave	NEOR	Local	Asphalt	40	478	107	2,244	100	63	60	Excellent	**99**
3092	15TH ST E	Ripon Ave	Hemlock Ave	Local	Asphalt	40	662	147	3,091	98	76	60	Excellent	**97**
1526	15TH ST N	3rd Ave N	6th Ave N	Local	Asphalt	52	496	143	3,011	48	76	60	Marginal	**47**
2294	16TH AVE	1st St	2nd St	Local	Asphalt	36	364	73	1,530	92	51	60	Excellent	**91**
2298	16TH AVE	2nd St	3rd St	Local	Asphalt	36	267	53	1,123	77	52	60	V Good	**76**
2300	16TH AVE	3rd St	4th St	Local	Asphalt	36	378	76	1,586	80	48	60	V Good	**79**
2303	16TH AVE	4th St	5th St	Local	Asphalt	36	365	73	1,534	92	51	60	Excellent	**91**
2304	16TH AVE	5th St	6TH	Local	Asphalt	40	173	38	800	100	48	60	Excellent	**99**
2310	16TH AVE	7th St	8th St	Arterial	Asphalt	62	372	128	2,691	70	64	30	Good	**68**
2312	16TH AVE	8th St	9th St	Arterial	Asphalt	62	379	130	2,740	93	71	60	Excellent	**91**
2313	16TH AVE	9th St	10th St	Arterial	Asphalt	62	384	132	2,774	99	71	60	Excellent	**97**
2315	16TH AVE	10th St	11th St	Arterial	Asphalt	49	376	102	2,139	87	80	60	Excellent	**86**
2317	16TH AVE	11th St	12th St	Arterial	Asphalt	43	379	91	1,915	81	81	60	V Good	**80**
2319	16TH AVE	12th St	13th St	Arterial	Asphalt	40	390	87	1,821	86	81	60	Excellent	**85**
2321	16TH AVE	13th St	14th St	Arterial	Asphalt	41	371	85	1,782	81	70	60	V Good	**80**
2333	16TH AVE	14th St	15th St	Arterial	Asphalt	41	372	85	1,793	70	67	30	V Good	**69**
2335	16TH AVE	15th St	16th St	Arterial	Asphalt	43	372	88	1,845	66	72	30	Good	**64**
2337	16TH AVE	16th St	17th St	Arterial	Asphalt	47	389	102	2,140	64	60	60	Good	**63**

GISID	On Street	From Street	To Street	FunCL	Pavetype	Pavement Width (ft)	Pavement Length (ft)	Add Area (yd2)	Pavement Area (yd2)	Condition Summary: Surface Distress Index (SDI)	Roughness Index (RI)	Structural Index (SI)	Condition Rating	Current Segment PCI (CPCI)
2339	16TH AVE	17th St	18th St	Arterial	Asphalt	41	345	78	1,648	70	62	60	V Good	**69**
2341	16TH AVE	18th St	19th St	Arterial	Asphalt	40	422	93	1,943	73	70	30	V Good	**72**
2343	16TH AVE	19th St	20th St	Arterial	Asphalt	40	377	84	1,758	70	71	30	V Good	**69**
2345	16TH AVE	20th St	21st St	Arterial	Asphalt	39	361	79	1,659	67	40	60	Good	**65**
2346	16TH AVE	21st St	2200	Arterial	Asphalt	39	353	76	1,606	72	53	60	V Good	**71**
2348	16TH AVE	2200	Juniper Dr	Arterial	Asphalt	39	410	89	1,866	64	51	60	Good	**63**
2349	16TH AVE	Juniper Dr	24th St	Arterial	Asphalt	35	384	75	1,568	75	58	30	V Good	**74**
2350	16TH AVE	24th St	2500	Arterial	Asphalt	33	259	47	984	80	59	30	V Good	**78**
2351	16TH AVE	2500	2600	Arterial	Asphalt	38	255	54	1,131	71	56	30	V Good	**70**
2352	16TH AVE	2600	2700	Arterial	Asphalt	37	311	65	1,356	73	56	30	V Good	**72**
2353	16TH AVE	2700	2800	Arterial	Asphalt	36	293	59	1,229	73	47	30	V Good	**72**
2355	16TH AVE	2800	29th St	Arterial	Asphalt	33	405	73	1,537	68	40	60	Good	**67**
1771	16TH ST	Main St	G St	Local	Asphalt	41	524	119	2,507	75	65	60	V Good	**75**
1822	16TH ST	G St	Idaho St	Local	Asphalt	31	381	66	1,377	85	56	60	Excellent	**84**
1852	16TH ST	Idaho St	500	Local	Asphalt	31	147	25	530	69	24	60	Good	**68**
1882	16TH ST	500	6th Ave	Local	Asphalt	31	315	54	1,139	47	38	60	Marginal	**46**
1918	16TH ST	6th Ave	7th Ave	Local	Asphalt	47	153	40	837	63	21	60	Good	**62**
1977	16TH ST	7th Ave	8th Ave	Local	Asphalt	24	399	53	1,117	80	56	60	V Good	**79**
2014	16TH ST	8th Ave Blvd	9th Ave	Local	Asphalt	30	303	50	1,059	93	42	60	Excellent	**92**
2057	16TH ST	9th Ave	10th Ave	Local	Asphalt	30	376	63	1,315	99	71	60	Excellent	**98**
2098	16TH ST	10th Ave	11th Ave	Local	Asphalt	27	372	55	1,156	94	56	60	Excellent	**93**
2181	16TH ST	12th Ave	13th Ave	Local	Asphalt	35	199	39	814	86	49	60	Excellent	**86**
2223	16TH ST	13th Ave	14th Ave	Local	Asphalt	40	390	87	1,820	89	55	60	Excellent	**88**
2279	16TH ST	14th Ave	15th Ave	Local	Asphalt	40	381	85	1,777	84	44	60	V Good	**84**
2334	16TH ST	15th Ave	16th Ave	Local	Asphalt	28	381	59	1,245	94	38	60	Excellent	**93**
2383	16TH ST	16th Ave	17th Ave	Local	Asphalt	34	379	72	1,502	88	61	60	Excellent	**87**
2423	16TH ST	17th Ave	18th Ave	Local	Asphalt	40	374	83	1,744	90	51	60	Excellent	**90**
2456	16TH ST	18th Ave	19th Ave	Local	Asphalt	23	389	50	1,044	77	48	60	V Good	**77**
2482	16TH ST	19th Ave	20th Ave	Local	Asphalt	39	373	81	1,697	100	63	60	Excellent	**99**
2495	16TH ST	20th Ave	21st Ave	Local	Asphalt	39	381	83	1,735	92	58	60	Excellent	**91**
2805	16TH ST	Warner Ave	Linden Ave	Collector	Asphalt	32	677	118	2,487	81	69	60	V Good	**80**
4039	16TH ST	Linden Ave	Quail Run Dr	Collector	Asphalt	30	265	44	929	80	65	60	V Good	**80**
4040	16TH ST	Quail Run Dr	Bryden Ave	Collector	Asphalt	30	394	66	1,378	77	62	30	V Good	**76**
4056	16TH ST	Bryden Ave	Bryden Dr	Collector	Asphalt	24	323	43	903	83	65	60	V Good	**83**
4057	16TH ST	Bryden Dr	Airway Ave	Collector	Asphalt	24	338	45	945	91	62	60	Excellent	**90**
2867	16TH ST	Airway Ave	Burrell Ave	Collector	Asphalt	25	660	92	1,926	86	68	60	Excellent	**85**
2931	16TH ST	Burrell Ave	Cedar Ave	Collector	Asphalt	25	658	91	1,919	91	71	60	Excellent	**90**
4058	16TH ST	Cedar Ave	Cedar Dr	Collector	Asphalt	31	258	44	918	78	63	60	V Good	**77**
4059	16TH ST	Cedar Dr	Grelle Ave	Collector	Asphalt	32	399	70	1,467	87	75	60	Excellent	**86**
3020	16TH ST	Grelle Ave	Alder Ave	Collector	Asphalt	26	662	94	1,969	86	70	60	Excellent	**85**
4061	16TH ST	Alder Ave	Alder Dr	Collector	Asphalt	25	310	43	903	83	70	60	V Good	**82**
4060	16TH ST	Alder Dr	Powers Ave	Collector	Asphalt	28	327	51	1,069	80	62	30	V Good	**79**
3077	16TH ST	Powers Av	Birch Av 1	Collector	Asphalt	44	620	152	3,183	91	75	60	Excellent	**90**

GISID	On Street	From Street	To Street	FunCL	Pavetype	Pavement Width (ft)	Pavement Length (ft)	Add Area (yd2)	Pavement Area (yd2)	Condition Summary: Surface Distress Index (SDI)	Roughness Index (RI)	Structural Index (SI)	Condition Rating	Current Segment PCI (CPCI)
4070	16TH ST	Birch Ave	Birch Dr	Collector	Asphalt	26	329	47	980	88	60	60	Excellent	**87**
4071	16TH ST	Birch Dr	Ripon Ave	Collector	Asphalt	26	330	47	980	87	57	60	Excellent	**86**
4088	16TH ST	Ripon Ave	Hemlock Ave	Local	Asphalt	28	662	101	2,122	97	64	60	Excellent	**96**
3094	16TH ST	Hemlock Ave	Richardson Ave	Local	Asphalt	25	671	91	1,918	95	70	60	Excellent	**94**
2920	16TH ST C	Burrell Ave	SEOR	Local	Asphalt	23	525	67	1,409	99	69	60	Excellent	**97**
3056	16TH ST E	Powers Ave	Birch Ave	Local	Asphalt	32	663	118	2,477	89	77	60	Excellent	**88**
2326	17TH AVE	1st St	2nd St	Local	Asphalt	36	356	71	1,494	85	57	60	Excellent	**85**
2328	17TH AVE	2nd St	3rd St	Local	Asphalt	36	270	54	1,132	91	65	60	Excellent	**90**
2331	17TH AVE	3rd St	4th St	Local	Asphalt	36	381	76	1,600	91	48	60	Excellent	**90**
2329	17TH AVE	4th St	5th St	Local	Asphalt	13	420	30	638	95	50	60	Excellent	**94**
2356	17TH AVE	5th St	6th St	Local	Asphalt	33	645	118	2,483	94	75	60	Excellent	**93**
2359	17TH AVE	6th St	7th St	Local	Asphalt	32	658	117	2,458	96	77	60	Excellent	**95**
2362	17TH AVE	7th St	8th St	Local	Asphalt	34	373	71	1,497	89	51	60	Excellent	**89**
2366	17TH AVE	8th St	9th St	Local	Asphalt	40	378	85	1,777	89	64	60	Excellent	**89**
2370	17TH AVE	9th St	10th St	Local	Asphalt	38	383	81	1,698	87	56	60	Excellent	**86**
2374	17TH AVE	10th St	11th St	Local	Asphalt	39	382	82	1,726	96	55	60	Excellent	**95**
2376	17TH AVE	11th St	12th St	Local	Asphalt	39	380	82	1,730	98	51	60	Excellent	**97**
2378	17TH AVE	12th St	13th St	Local	Asphalt	39	377	82	1,716	96	64	60	Excellent	**95**
2380	17TH AVE	13th St	14th St	Local	Asphalt	39	374	80	1,687	83	71	60	V Good	**83**
2382	17TH AVE	14th St	15th St	Local	Asphalt	38	379	80	1,680	94	77	60	Excellent	**93**
2384	17TH AVE	15th St	16th St	Local	Asphalt	37	374	77	1,615	98	67	60	Excellent	**96**
2386	17TH AVE	16th St	17th St	Local	Asphalt	39	381	82	1,731	95	54	60	Excellent	**94**
2388	17TH AVE	17th St	18th St	Local	Asphalt	32	347	62	1,296	95	71	60	Excellent	**94**
2390	17TH AVE	18th St	19th St	Local	Asphalt	37	418	85	1,788	99	76	60	Excellent	**97**
2391	17TH AVE	19th St	2000	Local	Asphalt	36	390	79	1,657	65	65	30	Good	**64**
2393	17TH AVE	2000	21st St	Local	Asphalt	35	347	68	1,418	90	70	60	Excellent	**89**
1829	17TH ST	G St	Idaho St	Local	Asphalt	49	378	103	2,163	100	64	60	Excellent	**99**
1921	17TH ST	Idaho St	7th Ave	Local	Asphalt	48	532	142	2,980	99	57	60	Excellent	**97**
2059	17TH ST	9th Ave	10th Ave	Arterial	Asphalt	50	458	126	2,648	63	73	30	Good	**62**
2100	17TH ST	10th Ave	11th Ave	Arterial	Asphalt	57	366	116	2,444	66	72	30	Good	**64**
2140	17TH ST	11th Ave	12th Ave	Arterial	Asphalt	60	368	123	2,574	64	65	30	Good	**62**
2183	17TH ST	12th Ave	13th Ave	Arterial	Asphalt	60	388	129	2,718	67	80	60	Good	**65**
2225	17TH ST	13th Ave	14th Ave	Arterial	Asphalt	60	396	132	2,769	67	76	60	Good	**66**
2281	17TH ST	14th Ave	15th Ave	Arterial	Asphalt	60	374	125	2,619	72	82	60	V Good	**71**
2336	17TH ST	15th Ave	16th Ave	Arterial	Asphalt	60	382	127	2,672	64	70	60	Good	**62**
2385	17TH ST	16th Ave	17th Ave	Arterial	Asphalt	60	380	127	2,662	60	69	60	Good	**59**
2425	17TH ST	17th Ave	18th Ave	Arterial	Asphalt	60	380	127	2,663	66	80	30	Good	**65**
2458	17TH ST	18th Ave	19th Ave	Arterial	Asphalt	60	382	127	2,673	56	71	30	Fair	**54**
2485	17TH ST	19th Ave	20th Ave	Arterial	Asphalt	61	374	126	2,644	43	68	60	Marginal	**41**
2497	17TH ST	20th Ave	21st Ave	Arterial	Asphalt	66	376	138	2,889	62	71	60	Good	**60**
4053	17TH ST	Burrell Ave	Burrell Dr	Local	Asphalt	24	336	44	921	90	75	60	Excellent	**89**
4054	17TH ST	Burrell Dr	Cedar Ave	Local	Asphalt	24	327	44	914	86	72	60	Excellent	**86**
2907	17TH ST	Cedar Ave	Cedar Dr	Local	Asphalt	24	331	44	928	94	53	60	Excellent	**93**

GISID	On Street	From Street	To Street	FunCL	Pavetype	Pavement Width (ft)	Pavement Length (ft)	Add Area (yd2)	Pavement Area (yd2)	Condition Summary: Surface Distress Index (SDI)	Roughness Index (RI)	Structural Index (SI)	Condition Rating	Current Segment PCI (CPCI)
4055	17TH ST	Cedar Dr	Grelle Ave	Local	Asphalt	24	326	43	913	85	67	60	V Good	**84**
4074	17TH ST	Grelle Ave	Alder Ave	Local	Asphalt	24	661	89	1,870	91	67	60	Excellent	**90**
3297	17TH ST	Alder Ave	Powers Ave	Local	Asphalt	23	677	87	1,817	96	77	60	Excellent	**95**
3058	17TH ST	Powers Ave	Birch Ave	Local	Asphalt	24	659	88	1,849	92	61	60	Excellent	**91**
4066	17TH ST	Birch Ave	Ripon Ave	Local	Asphalt	24	659	86	1,813	72	67	60	V Good	**72**
4089	17TH ST	Ripon Ave	Hemlock Ave	Local	Asphalt	22	661	79	1,657	89	65	60	Excellent	**88**
3095	17TH ST	Hemlock Ave	Richardson Ave	Local	Asphalt	21	679	79	1,664	90	57	60	Excellent	**90**
2515	17TH ST	21st Ave	2200	Arterial	Asphalt	52	339	98	2,053	93	81	60	Excellent	**92**
2526	17TH ST	2200	23rd Ave	Arterial	Asphalt	42	239	56	1,169	91	86	60	Excellent	**90**
2550	17TH ST	23rd Ave	2400	Arterial	Asphalt	36	602	120	2,530	79	90	30	V Good	**78**
2557	17TH ST	2400	25th Ave	Arterial	Asphalt	36	255	51	1,069	79	93	30	V Good	**78**
2584	17TH ST	25th Ave	Vineyard Dr	Arterial	Asphalt	39	380	83	1,733	76	82	30	V Good	**75**
2608	17TH ST	Vineyard Dr	2700	Arterial	Asphalt	42	428	101	2,117	82	90	60	V Good	**81**
2619	17TH ST	2700	2800	Arterial	Asphalt	49	387	105	2,203	98	100	60	Excellent	**96**
2633	17TH ST	2800	Stewart Avenue	Arterial	Asphalt	51	147	42	879	99	96	60	Excellent	**97**
3064	17TH ST B	Birch Ave	3820	Local	Asphalt	41	317	72	1,502	84	76	60	V Good	**84**
3102	17TH ST C	Hemlock Ave	3920	Local	Asphalt	18	332	32	678	89	54	60	Excellent	**88**
1514	17TH ST N	5th Ave N	6th Ave N	Local	Asphalt	34	366	69	1,453	66	76	60	Good	**66**
1503	17TH ST N	6th Ave N	7th Ave N	Local	Asphalt	19	360	38	798	24	40	60	V Poor	**23**
2368	18TH AVE	1st St	2nd St	Local	Asphalt	36	357	71	1,500	92	61	60	Excellent	**91**
2372	18TH AVE	2nd St	3rd St	Local	Asphalt	36	271	54	1,139	92	49	60	Excellent	**92**
2406	18TH AVE	5th St	6th St	Local	Asphalt	35	656	128	2,680	93	61	60	Excellent	**92**
2408	18TH AVE	6th St	7th St	Local	Asphalt	35	654	127	2,669	88	78	60	Excellent	**87**
3269	18TH AVE	7th St	Ridgeway Dr	Local	Asphalt	38	182	38	807	85	77	60	Excellent	**85**
3763	18TH AVE	Ridgeway Dr	8th St	Local	Asphalt	39	200	43	905	92	80	60	Excellent	**92**
2410	18TH AVE	8th St	9th St	Local	Asphalt	39	369	80	1,679	90	62	60	Excellent	**89**
2412	18TH AVE	9th St	10th St	Local	Asphalt	39	377	82	1,714	93	82	60	Excellent	**93**
2414	18TH AVE	10th St	11th St	Local	Asphalt	39	388	84	1,765	97	79	60	Excellent	**95**
2416	18TH AVE	11th St	12th St	Local	Asphalt	39	382	83	1,737	90	76	60	Excellent	**89**
2418	18TH AVE	12th St	13th St	Local	Asphalt	39	380	82	1,730	93	69	60	Excellent	**92**
2419	18TH AVE	13th St	14th St	Local	Asphalt	38	366	77	1,615	99	55	60	Excellent	**97**
2421	18TH AVE	14th St	15th St	Local	Asphalt	31	382	65	1,374	81	49	60	V Good	**80**
2424	18TH AVE	15th St	16th St	Local	Asphalt	30	376	62	1,305	65	60	60	Good	**64**
2426	18TH AVE	16th St	17th St	Local	Asphalt	35	380	73	1,540	89	61	60	Excellent	**89**
2428	18TH AVE	17th St	18th St	Local	Asphalt	32	349	62	1,299	86	50	60	Excellent	**86**
2430	18TH AVE	18th St	19th St	Local	Asphalt	34	418	79	1,666	89	51	60	Excellent	**88**
2431	18TH AVE	19th St	2000	Local	Asphalt	37	392	81	1,692	92	86	60	Excellent	**91**
2433	18TH AVE	2000	21st St	Local	Asphalt	37	346	71	1,493	92	76	60	Excellent	**92**
3115	18TH ST	Main St	200	Arterial	Asphalt	62	322	110	2,314	72	96	30	V Good	**70**
1797	18TH ST	200	G St	Arterial	Asphalt	62	212	72	1,520	66	74	30	Good	**65**
1850	18TH ST	G St	Idaho St	Arterial	Asphalt	62	382	130	2,739	60	70	30	Good	**59**
1924	18TH ST	Idaho St	7th Ave	Arterial	Asphalt	55	457	140	2,938	61	74	60	Good	**59**
1971	18TH ST	7th Ave	8th Ave Blvd	Arterial	Asphalt	50	414	114	2,395	67	89	30	Good	**65**

City of Lewiston, ID
Street Inventory and Condition Summary - Sorted by Street Name

GISID	On Street	From Street	To Street	FunCL	Pavetype	Pavement Width (ft)	Pavement Length (ft)	Add Area (yd2)	Pavement Area (yd2)	Condition Summary: Surface Distress Index (SDI)	Roughness Index (RI)	Structural Index (SI)	Condition Rating	Current Segment PCI (CPCI)
2018	18TH ST	8th Ave Blvd	9th Ave	Arterial	Asphalt	50	410	113	2,375	62	82	30	Good	**60**
2103	18TH ST	10th Ave	11th Ave	Local	Asphalt	27	373	56	1,175	92	57	60	Excellent	**92**
2142	18TH ST	11th Ave	12th Ave	Local	Asphalt	38	365	76	1,595	100	81	60	Excellent	**99**
2185	18TH ST	12th Ave	13th Ave	Local	Asphalt	39	394	85	1,793	93	80	60	Excellent	**92**
2227	18TH ST	13th Ave	14th Ave	Local	Asphalt	39	389	84	1,768	97	80	60	Excellent	**96**
2284	18TH ST	14th Ave	15th Ave	Local	Asphalt	39	378	82	1,720	97	77	60	Excellent	**96**
2338	18TH ST	15th Ave	16th Ave	Local	Asphalt	39	382	83	1,739	89	70	60	Excellent	**89**
2387	18TH ST	16th Ave	17th Ave	Local	Asphalt	39	377	81	1,692	92	68	60	Excellent	**91**
2427	18TH ST	17th Ave	18th Ave	Local	Asphalt	35	385	75	1,573	99	70	60	Excellent	**98**
3507	18TH ST	Pioneer Dr	Sunrise Ct.	Local	Asphalt	38	161	34	705	100	63	60	Excellent	**99**
4900	18TH ST	Hidden Valley Loop (south)	Pioneer Dr	Local	Asphalt	38	158	33	690	100	81	60	Excellent	**99**
4901	18TH ST	Appaloosa Dr	Hiiden Valley Loop (south)	Local	Asphalt	38	184	38	806	97	65	60	Excellent	**95**
4954	18TH ST	Hidden Valley Loop (north)	Appaloosa Dr	Local	Asphalt	38	181	38	791	94	84	60	Excellent	**93**
4955	18TH ST	NEOR	Hidden Valley Loop (north)	Local	Asphalt	38	877	183	3,835	96	73	60	Excellent	**95**
3508	18TH ST	Warner Ave	Grande Ronde Ct	Local	Asphalt	31	521	90	1,883	100	80	60	Excellent	**99**
3509	18TH ST	Grande Ronde Ct	Imnaha Ln	Local	Asphalt	31	300	52	1,086	100	83	60	Excellent	**99**
3510	18TH ST	Imnaha Ln	Alley	Local	Asphalt	31	165	28	597	99	82	60	Excellent	**98**
3511	18TH ST	Alley	Clearview Point Dr	Local	Asphalt	31	170	29	616	100	82	60	Excellent	**99**
3512	18TH ST	Clearview Point Dr	3434	Local	Asphalt	31	187	32	672	99	74	60	Excellent	**98**
3514	18TH ST	3400	Airway Ave	Local	Asphalt	31	662	115	2,419	100	85	60	Excellent	**99**
2893	18TH ST	Airway Ave	Burrell Ave	Local	Asphalt	37	659	136	2,846	93	85	60	Excellent	**92**
2934	18TH ST	Burrell Ave	Cedar Ave	Local	Asphalt	24	663	88	1,842	99	55	60	Excellent	**98**
4082	18TH ST	Cedar Ave	Grelle Ave	Local	Asphalt	23	656	84	1,764	99	57	60	Excellent	**97**
4068	18TH ST	Grelle Ave	Alder Ave	Local	Asphalt	30	661	111	2,335	92	78	60	Excellent	**91**
3029	18TH ST	Alder Ave	Powers Ave	Local	Asphalt	26	678	99	2,073	86	80	60	Excellent	**86**
4050	18TH ST	Powers Ave	Powers Dr	Local	Asphalt	28	331	51	1,081	99	58	60	Excellent	**98**
4051	18TH ST	Powers Dr	Birch Ave	Local	Asphalt	29	326	53	1,116	100	57	60	Excellent	**99**
3041	18TH ST	Birch Ave	Birch Dr	Local	Asphalt	27	329	49	1,037	87	76	60	Excellent	**86**
4052	18TH ST	Birch Dr	Ripon Ave	Local	Asphalt	26	290	42	880	99	57	60	Excellent	**97**
3323	18TH ST B	Birch Ave	Birch Ct	Local	Asphalt	31	248	43	897	91	64	60	Excellent	**90**
4077	18TH ST B	Birch Ct	Birch Dr	Local	Asphalt	31	130	22	470	93	66	60	Excellent	**93**
4078	18TH ST B	Birch Dr	Birch Dr	Local	Asphalt	33	126	23	480	91	45	60	Excellent	**90**
3324	18TH ST B	Birch Dr	3826	Local	Asphalt	34	170	32	664	83	55	60	V Good	**82**
3298	18TH ST C	Grelle Ave	Powers Ave	Local	Asphalt	29	1,335	214	4,498	80	65	60	V Good	**79**
3027	18TH ST E	Alder Ave	Powers Ave	Local	Asphalt	29	667	109	2,282	92	82	60	Excellent	**92**
1553	18TH ST N	3rd Ave N	4th Ave N	Collector	Asphalt	49	329	89	1,879	75	74	30	V Good	**74**
1532	18TH ST N	4th Ave N	5th Ave N	Collector	Asphalt	29	333	54	1,128	95	93	60	Excellent	**94**
1515	18TH ST N	5th Ave N	6th Ave N	Collector	Asphalt	29	329	53	1,115	94	86	60	Excellent	**93**
3618	18TH ST N	6th Ave N	7th Ave N	Collector	Asphalt	37	356	73	1,537	94	86	60	Excellent	**93**
2442	19TH AVE	530	6th St	Local	Asphalt	19	256	27	567	100	51	60	Excellent	**99**
2444	19TH AVE	6th St	7th St	Local	Asphalt	34	641	119	2,504	98	70	60	Excellent	**96**
2455	19TH AVE	14th St	15th St	Local	Asphalt	39	380	82	1,727	98	67	60	Excellent	**97**
2457	19TH AVE	15th St	16th St	Local	Asphalt	27	379	57	1,198	83	51	60	V Good	**82**

GISID	On Street	From Street	To Street	FunCL	Pavetype	Pavement Width (ft)	Pavement Length (ft)	Add Area (yd2)	Pavement Area (yd2)	Condition Summary: Surface Distress Index (SDI)	Roughness Index (RI)	Structural Index (SI)	Condition Rating	Current Segment PCI (CPCI)
2459	19TH AVE	16th St	17th St	Local	Asphalt	40	381	84	1,770	96	42	60	Excellent	**95**
2460	19TH AVE	17th St	1800	Collector	Asphalt	48	359	95	1,991	72	64	60	V Good	**71**
2461	19TH AVE	1800	1900	Collector	Asphalt	48	400	106	2,218	63	83	60	Good	**62**
2462	19TH AVE	1900	2000	Collector	Asphalt	48	379	101	2,112	63	77	60	Good	**62**
2464	19TH AVE	2000	21st St	Collector	Asphalt	50	368	103	2,164	68	57	60	Good	**67**
1782	19TH ST	Us Highway 12 W	200	Local	Asphalt	33	368	68	1,418	51	73	60	Fair	**50**
1816	19TH ST	200	G St	Local	Asphalt	33	150	27	576	20	84	60	V Poor	**19**
1872	19TH ST	G St	Idaho St	Local	Asphalt	45	380	94	1,971	88	57	60	Excellent	**87**
1908	19TH ST	Idaho St	7th Ave	Local	Asphalt	29	284	46	961	80	35	60	V Good	**79**
2019	19TH ST	8th Ave	9th Ave	Local	Asphalt	40	375	83	1,751	92	53	60	Excellent	**92**
2104	19TH ST	10th Ave	11th Ave	Local	Asphalt	38	367	78	1,629	95	57	60	Excellent	**94**
2144	19TH ST	11th Ave	12th Ave	Local	Asphalt	38	371	77	1,621	95	55	60	Excellent	**94**
2187	19TH ST	12th Ave	13th Ave	Local	Asphalt	38	392	83	1,739	96	45	60	Excellent	**95**
2229	19TH ST	13th Ave	14th Ave	Local	Asphalt	38	392	83	1,739	96	43	60	Excellent	**95**
2287	19TH ST	14th Ave	15th Ave	Local	Asphalt	39	378	82	1,720	91	48	60	Excellent	**90**
2340	19TH ST	15th Ave	16th Ave	Local	Asphalt	38	379	80	1,682	91	62	60	Excellent	**90**
2389	19TH ST	16th Ave	17th Ave	Local	Asphalt	31	382	65	1,360	100	71	60	Excellent	**98**
2429	19TH ST	17th Ave	18th Ave	Local	Asphalt	36	380	76	1,597	89	70	60	Excellent	**88**
2936	19TH ST	Burrell Ave	Cedar Ave	Local	Asphalt	22	659	79	1,652	99	72	60	Excellent	**97**
4083	19TH ST	Cedar Ave	Grelle Ave	Local	Asphalt	30	658	109	2,282	100	59	60	Excellent	**99**
3300	19TH ST	Grelle Ave	Alder Ave	Local	Asphalt	22	665	82	1,732	98	68	60	Excellent	**97**
4075	19TH ST	Alder Ave	Alder Ct	Local	Asphalt	31	328	56	1,167	100	70	60	Excellent	**99**
4076	19TH ST	Alder Ct	Powers Ave	Local	Asphalt	24	334	45	950	98	60	60	Excellent	**96**
3038	19TH ST	Powers Ave	Powers Dr	Local	Asphalt	33	326	60	1,253	91	85	60	Excellent	**91**
4046	19TH ST	Powers Dr	Birch Ave	Local	Asphalt	33	290	53	1,118	99	37	60	Excellent	**98**
4047	19TH ST	Birch Ave	Birch Ct	Local	Asphalt	33	245	45	944	91	48	60	Excellent	**90**
4048	19TH ST	Birch Ct	Birch Dr	Local	Asphalt	34	255	47	995	94	48	60	Excellent	**93**
4049	19TH ST	Birch Dr	3836	Local	Asphalt	34	125	23	487	100	75	60	Excellent	**99**
1621	1ST AV N	20 St N	2100	Local	Asphalt	30	570	96	2,009	69	61	30	Good	**68**
1623	1ST AV N	2100	W22 St N	Local	Asphalt	29	337	55	1,155	88	63	60	Excellent	**87**
1649	1ST AVE	Prospect Av	3rd St	Local	Asphalt	34	301	57	1,194	95	70	60	Excellent	**94**
3698	1ST AVE	3rd St	3rd St	Local	Asphalt	34	59	11	234	95	88	60	Excellent	**94**
1648	1ST AVE	3rd St	4th St	Local	Asphalt	34	351	66	1,394	94	65	60	Excellent	**93**
1645	1ST AVE	4th St	500	Local	Asphalt	34	320	60	1,268	94	76	60	Excellent	**93**
1617	1ST AVN	1900	20th St	Local	Asphalt	18	84	8	176	71	17	60	V Good	**70**
1625	1ST AVN	E22nd StN	2300	Local	Asphalt	40	272	60	1,270	87	69	60	Excellent	**86**
1626	1ST AVN	2300	24th StN3	Local	Asphalt	40	618	136	2,853	88	58	60	Excellent	**87**
2289	1ST ST	15th Ave	16th Ave	Local	Asphalt	37	330	68	1,423	94	58	60	Excellent	**93**
2323	1ST ST	16th Ave	17th Ave	Local	Asphalt	37	335	69	1,446	95	63	60	Excellent	**94**
2363	1ST ST	17th Ave	18th Ave	Local	Asphalt	36	329	66	1,382	90	55	60	Excellent	**89**
2398	1ST ST	18th Ave	19th Ave	Local	Asphalt	38	314	66	1,388	97	71	60	Excellent	**96**
2439	1ST ST	19th Ave	Southway	Local	Asphalt	33	363	67	1,398	100	67	60	Excellent	**99**
3463	1ST ST	2200	22nd Ave	Local	Asphalt	35	35	7	144	100	64	60	Excellent	**99**

GISID	On Street	From Street	To Street	FunCL	Pavetype	Pavement Width (ft)	Pavement Length (ft)	Add Area (yd2)	Pavement Area (yd2)	Condition Summary: Surface Distress Index (SDI)	Roughness Index (RI)	Structural Index (SI)	Condition Rating	Current Segment PCI (CPCI)
2475	1ST ST	Southway	2100	Local	Asphalt	35	451	88	1,851	85	65	60	Excellent	**85**
3462	1ST ST	2100	2200	Local	Asphalt	35	535	105	2,196	100	81	60	Excellent	**99**
3688	1ST ST	D St	201	Local	Asphalt	41	101	23	479	100	45	60	Excellent	**98**
1597	1ST ST	201	Capital St	Local	Asphalt	41	161	36	761	100	92	60	Excellent	**99**
1575	1ST ST	Capital St	Beachy St	Local	Asphalt	35	253	49	1,034	87	81	60	Excellent	**86**
2469	20TH AVE	600	7th St	Local	Asphalt	35	611	119	2,495	100	76	60	Excellent	**99**
2483	20TH AVE	15th St	16th St	Local	Asphalt	39	376	82	1,712	100	79	60	Excellent	**99**
2486	20TH AVE	16th St	17th St	Local	Asphalt	39	384	83	1,746	96	68	60	Excellent	**95**
1972	20TH ST	8th Ave Blvd	8th Ave	Local	Asphalt	31	458	79	1,657	88	64	60	Excellent	**87**
2021	20TH ST	8th Ave	9th Ave	Local	Asphalt	40	405	90	1,888	97	63	60	Excellent	**96**
2063	20TH ST	9th Ave	10th Ave	Local	Asphalt	42	415	98	2,052	98	78	60	Excellent	**97**
2146	20TH ST	11th Ave	12th Ave	Local	Asphalt	41	370	84	1,772	86	80	60	Excellent	**86**
2189	20TH ST	12th Ave	13th Ave	Local	Asphalt	35	390	76	1,594	100	58	60	Excellent	**99**
2231	20TH ST	13th Ave	14th Ave	Local	Asphalt	37	388	81	1,694	77	66	30	V Good	**76**
2291	20TH ST	14th Ave	15th Ave	Local	Asphalt	32	385	69	1,444	65	59	30	Good	**64**
2342	20TH ST	15th Ave	16th Ave	Local	Asphalt	40	375	83	1,753	65	60	60	Good	**64**
2938	20TH ST	Burrell Ave	Cedar Ave	Local	Asphalt	22	665	79	1,668	98	58	60	Excellent	**97**
4084	20TH ST	Cedar Ave	Grelle Ave	Local	Asphalt	25	656	90	1,881	99	58	60	Excellent	**98**
3024	20TH ST	Grelle Ave	Alder Ave	Local	Asphalt	27	660	97	2,041	80	68	60	V Good	**80**
4091	20TH ST	Alder Ave	Powers Ave	Local	Asphalt	20	658	73	1,535	94	76	60	Excellent	**93**
4042	20TH ST	Powers Ave	Powers Dr	Local	Asphalt	35	327	64	1,335	77	84	30	V Good	**76**
4043	20TH ST	Powers Dr	Birch Ave	Local	Asphalt	35	329	64	1,342	82	84	60	V Good	**82**
4044	20TH ST	Birch Ave	Birch Ct	Local	Asphalt	36	204	41	855	93	81	60	Excellent	**92**
4045	20TH ST	Birch Ct	Birch Dr	Local	Asphalt	36	122	24	513	100	83	60	Excellent	**98**
3036	20TH ST	Birch Dr	Ripon Ave	Local	Asphalt	36	332	66	1,395	100	82	60	Excellent	**99**
3184	20TH ST N	6th Ave N	Us Highway 128	Collector	Asphalt	50	64	18	374	87	28	60	Excellent	**86**
1636	20TH ST N	1	1st Ave N	Local	Asphalt	31	292	50	1,056	59	72	60	Fair	**58**
1616	20TH ST N	1st Ave N	2nd Ave N	Local	Asphalt	42	368	86	1,801	96	65	60	Excellent	**95**
1587	20TH ST N	2nd Ave N	3rd Ave N	Local	Asphalt	41	363	83	1,738	95	81	60	Excellent	**94**
1560	20TH ST N	3rd Ave N	Old North South Hwy	Local	Asphalt	40	360	80	1,681	29	74	60	Poor	**28**
1535	20TH ST N	Old North South Hwy	5th Ave N	Local	Asphalt	33	358	66	1,376	41	61	30	Marginal	**40**
3183	20TH ST N	5th Ave N	6th Ave N	Local	Asphalt	35	333	64	1,348	84	63	60	V Good	**83**
3249	21ST AVE	2nd St	300	Local	Asphalt	35	382	74	1,559	96	76	60	Excellent	**95**
2479	21ST AVE	300	400	Local	Asphalt	35	235	46	959	97	80	60	Excellent	**96**
2481	21ST AVE	400	500	Local	Asphalt	35	327	63	1,333	84	67	60	V Good	**84**
2487	21ST AVE	500	Karin Ave	Local	Asphalt	35	313	61	1,280	92	56	60	Excellent	**91**
2489	21ST AVE	Karin Ave	7th St	Local	Asphalt	36	763	151	3,163	98	75	60	Excellent	**96**
2507	21ST AVE	Ridgeway Dr	8th St	Local	Asphalt	24	309	41	865	87	41	60	Excellent	**86**
2506	21ST AVE	8th St	Vineyard Ave	Local	Asphalt	36	304	61	1,275	92	63	60	Excellent	**91**
2505	21ST AVE	Vineyard Ave	1000	Local	Asphalt	34	271	51	1,074	68	65	30	Good	**66**
2504	21ST AVE	1000	East End	Local	Asphalt	34	380	72	1,508	98	56	60	Excellent	**96**
2502	21ST AVE	Broadview Dr	13th St	Local	Asphalt	38	277	58	1,228	51	53	60	Fair	**50**
2500	21ST AVE	13th St	14th St	Local	Asphalt	38	276	58	1,221	96	60	60	Excellent	**95**

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2496	21ST AVE	15th	16th St	Local	Asphalt	35	381	74	1,557	93	52	60	Excellent	**92**
2498	21ST AVE	16th St	17th St	Local	Asphalt	39	382	83	1,736	100	65	60	Excellent	**99**
5694	21ST ST	East Main St	Idaho St	Arterial	Concrete	77	257	109	2,296	92	51	60	Excellent	**92**
5693	21ST ST	Idaho St	End of Concrete	Arterial	Concrete	73	58	24	494	85	34	60	Excellent	**85**
7462	21ST ST	End of Concrete	7th Ave	Arterial	Asphalt	66	56	21	434	88	56	60	Excellent	**87**
7461	21ST ST	7th Ave	#702	Arterial	Asphalt	56	79	25	519	84	60	60	V Good	**83**
1957	21ST ST	#702	8th Ave	Arterial	Asphalt	55	550	169	3,546	28	56	60	Poor	**26**
2023	21ST ST	8th Ave	9th Ave	Arterial	Asphalt	55	383	117	2,458	33	65	60	Poor	**31**
3734	21ST ST	9th Ave	9th Ave	Arterial	Asphalt	55	112	34	718	34	53	60	Poor	**32**
2065	21ST ST	9th Ave	10th Ave	Arterial	Asphalt	55	249	76	1,596	43	68	60	Marginal	**41**
2107	21ST ST	10th Ave	11th Ave	Arterial	Asphalt	60	368	122	2,571	49	73	60	Marginal	**47**
2148	21ST ST	11th Ave	12th Ave	Arterial	Asphalt	57	372	117	2,455	39	66	60	Poor	**38**
2191	21ST ST	12th Ave	13th Ave	Arterial	Asphalt	57	385	121	2,541	28	65	30	Poor	**27**
2233	21ST ST	13th Ave	14th Ave	Arterial	Asphalt	57	391	123	2,580	36	70	60	Poor	**34**
2295	21ST ST	14th Ave	15th Ave	Arterial	Asphalt	57	381	120	2,514	39	64	60	Poor	**37**
2344	21ST ST	15th Ave	16th Ave	Arterial	Asphalt	57	379	119	2,501	34	65	60	Poor	**32**
2392	21ST ST	16th Ave	17th Ave	Arterial	Asphalt	57	381	120	2,514	38	61	60	Poor	**37**
2432	21ST ST	17th Ave	18th Ave	Arterial	Asphalt	57	377	118	2,485	27	58	60	Poor	**26**
2463	21ST ST	18th Ave	19th Ave	Arterial	Asphalt	87	392	188	3,952	57	64	60	Fair	**55**
4784	21ST ST	19th Ave	Thain Grade	Arterial	Asphalt	68	40	15	320	60	47	60	Good	**58**
3301	21ST ST	Grelle Ave	Alder Ave	Collector	Asphalt	21	660	75	1,580	86	78	60	Excellent	**86**
4126	21ST ST	Alder Ave	Powers Ave	Collector	Asphalt	20	657	71	1,495	87	68	60	Excellent	**86**
4124	21ST ST	Powers Ave	Birch Ave	Collector	Asphalt	23	657	84	1,763	89	78	60	Excellent	**88**
3079	21ST ST	Birch Ave	Ripon Ave	Collector	Asphalt	23	661	84	1,773	94	78	60	Excellent	**93**
4109	21ST ST	Ripon Ave	Ripon Dr	Collector	Asphalt	23	344	44	924	81	72	60	V Good	**80**
4110	21ST ST	Ripon Dr	Hemlock Ave	Collector	Asphalt	23	310	39	814	90	64	60	Excellent	**89**
3098	21ST ST	Hemlock Ave	3921	Collector	Asphalt	23	704	91	1,909	91	68	60	Excellent	**90**
3069	21ST ST E	Birch Ave	South End	Local	Asphalt	40	424	95	1,987	77	68	60	V Good	**76**
3799	22ND AVE	1st St	Carol Dr	Local	Asphalt	35	297	58	1,213	98	75	60	Excellent	**97**
2512	22ND AVE	Carol Dr	2nd St	Local	Asphalt	35	311	60	1,270	99	47	60	Excellent	**98**
2516	22ND AVE	6th St	7th St	Local	Asphalt	39	771	165	3,463	98	69	60	Excellent	**97**
1825	22ND ST	E Main St	100	Local	Asphalt	22	378	45	953	69	47	60	Good	**69**
4161	22ND ST	100	North End	Local	Asphalt	21	329	38	807	67	37	60	Good	**66**
4116	22ND ST	Burrell Ave	Cedar Ave	Local	Asphalt	17	646	59	1,243	60	57	60	Fair	**59**
2941	22ND ST	Cedar Ave	Grelle Ave	Local	Asphalt	20	659	73	1,531	57	57	60	Fair	**56**
2995	22ND ST	Grelle Ave	Alder Ave	Local	Asphalt	21	664	76	1,588	49	64	30	Marginal	**47**
4119	22ND ST	Alder Ave	Powers Ave	Local	Asphalt	20	660	73	1,541	71	72	60	V Good	**70**
3061	22ND ST	Powers Ave	Birch Ave	Local	Asphalt	17	661	61	1,273	74	59	60	V Good	**73**
4123	22ND ST	Birch Ave	Ripon Ave	Local	Asphalt	16	657	57	1,196	81	60	60	V Good	**81**
2998	22ND ST	Ripon Ave	Hemlock Ave	Local	Asphalt	14	643	48	1,013	89	64	60	Excellent	**89**
2997	22ND ST D	Grelle Ave	Alder Ave	Local	Asphalt	16	660	59	1,232	65	57	60	Good	**64**
2535	23RD AVE	Carol Dr	2nd St	Local	Asphalt	39	301	65	1,369	92	67	60	Excellent	**91**
2536	23RD AVE	2nd St	310	Local	Asphalt	30	514	86	1,797	88	62	60	Excellent	**88**

City of Lewiston, ID
Street Inventory and Condition Summary - Sorted by Street Name

GISID	On Street	From Street	To Street	FunCL	Pavetype	Pavement Width (ft)	Pavement Length (ft)	Add Area (yd2)	Pavement Area (yd2)	Condition Summary: Surface Distress Index (SDI)	Roughness Index (RI)	Structural Index (SI)	Condition Rating	Current Segment PCI (CPCI)
2532	23RD AVE	5th St	6th St	Local	Asphalt	34	262	49	1,039	95	68	60	Excellent	**94**
2530	23RD AVE	6th St	7th St	Local	Asphalt	39	527	114	2,398	100	77	60	Excellent	**99**
4539	23RD AVE	7th St	7th Street Ct	Local	Asphalt	39	142	31	646	93	35	60	Excellent	**92**
2524	23RD AVE	14th St	15th St	Local	Asphalt	34	287	54	1,139	100	70	60	Excellent	**99**
2525	23RD AVE	15th St	1600	Local	Asphalt	34	432	82	1,712	93	71	60	Excellent	**92**
2527	23RD AVE	1600	17th St	Local	Asphalt	34	466	88	1,856	92	72	60	Excellent	**91**
1823	23RD ST	E Main St	100	Local	Asphalt	25	369	50	1,059	86	64	60	Excellent	**85**
4162	23RD ST	100	Railroad Ave Access	Local	Asphalt	21	334	39	809	58	60	60	Fair	**57**
2152	23RD ST	11th Ave	12th Ave	Local	Asphalt	33	367	68	1,419	100	67	60	Excellent	**99**
2194	23RD ST	12th Ave	13th Ave	Local	Asphalt	34	391	73	1,533	97	74	60	Excellent	**96**
2236	23RD ST	13th Ave	14th Ave	Local	Asphalt	31	393	68	1,421	98	72	60	Excellent	**97**
2301	23RD ST	14th Ave	15th Ave	Local	Asphalt	30	401	67	1,403	99	73	60	Excellent	**98**
2347	23RD ST	15th Ave	16th Ave	Local	Asphalt	32	358	63	1,327	80	47	60	V Good	**80**
2943	23RD ST	Burrell Ave	Cedar Ave	Local	Asphalt	20	676	77	1,607	81	59	60	V Good	**80**
4117	23RD ST	Cedar Ave	Grelle Ave	Local	Asphalt	19	662	68	1,428	36	58	60	Poor	**35**
3000	23RD ST	Grelle Ave	SEOR	Local	Asphalt	16	1,191	105	2,210	68	68	60	Good	**67**
1521	23RD ST N	5th Ave N	6th Ave N	Local	Asphalt	23	353	45	948	95	56	60	Excellent	**94**
1509	23RD ST N	6th Ave N	Frontage Rd	Local	Asphalt	20	101	11	235	88	33	60	Excellent	**87**
2543	24TH AVE	6th St	7th St	Local	Asphalt	39	538	116	2,446	100	72	60	Excellent	**99**
2548	24TH AVE	14th St	15th St	Local	Asphalt	30	294	49	1,029	84	64	60	V Good	**83**
2549	24TH AVE	15th St	1600	Local	Asphalt	30	160	27	560	90	57	60	Excellent	**89**
3478	24TH AVE	1600	East End	Local	Asphalt	37	426	86	1,813	100	50	60	Excellent	**99**
1818	24TH ST	E Main St	100	Local	Asphalt	28	334	52	1,088	90	60	60	Excellent	**89**
4163	24TH ST	100	Clearwater Ave	Local	Asphalt	22	338	41	868	93	67	60	Excellent	**92**
1856	24TH ST	E Main St	600	Local	Asphalt	26	193	28	579	87	59	60	Excellent	**86**
1887	24TH ST	600	Cassell St	Local	Asphalt	23	356	45	937	96	74	60	Excellent	**95**
3712	24TH ST	Cassell St	722	Local	Asphalt	18	60	6	126	94	69	60	Excellent	**93**
1930	24TH ST	700	Cassell St	Local	Asphalt	18	243	24	511	85	76	60	Excellent	**85**
4464	24TH ST	Cassell St	8th Ave	Local	Asphalt	21	177	21	435	65	70	60	Good	**64**
2002	24TH ST	8th Ave	9th Ave	Local	Asphalt	34	330	62	1,307	87	75	60	Excellent	**86**
2112	24TH ST	Sunset Dr	11th Ave	Local	Asphalt	35	562	109	2,294	93	63	60	Excellent	**92**
2154	24TH ST	11th Ave	12th Ave	Local	Asphalt	37	370	76	1,593	84	63	60	V Good	**83**
2196	24TH ST	12th Ave	13th Ave	Local	Asphalt	40	388	85	1,786	86	57	60	Excellent	**86**
2238	24TH ST	13th Ave	14th Ave	Local	Asphalt	39	393	85	1,787	89	59	60	Excellent	**88**
2265	24TH ST	14th Ave	SEOR	Local	Asphalt	39	210	46	956	97	56	60	Excellent	**96**
3116	24TH ST	16th Ave	SEOR	Local	Asphalt	38	372	77	1,627	60	58	30	Fair	**58**
1613	24TH ST N	1st Ave N	2nd Ave N	Local	Asphalt	30	222	37	777	90	64	60	Excellent	**89**
1595	24TH ST N	2nd Ave N	3rd Ave N	Local	Asphalt	27	362	54	1,132	87	69	60	Excellent	**86**
1568	24TH ST N	3rd Ave N	4th Ave N	Local	Asphalt	28	359	56	1,173	88	57	60	Excellent	**87**
1543	24TH ST N	4th Ave N	5th Ave N	Local	Asphalt	31	361	62	1,306	92	62	60	Excellent	**91**
1522	24TH ST N	5th Ave N	6th Ave N	Local	Asphalt	26	356	51	1,080	91	56	60	Excellent	**90**
1510	24TH ST N	6th Ave N	7th Ave N	Local	Asphalt	30	361	60	1,264	96	59	60	Excellent	**95**
2553	25TH AVE	5th St	6th St	Local	Asphalt	39	200	43	897	100	73	60	Excellent	**99**

GISID	On Street	From Street	To Street	FunCL	Pavetype	Pavement Width (ft)	Pavement Length (ft)	Add Area (yd2)	Pavement Area (yd2)	Condition Summary: Surface Distress Index (SDI)	Roughness Index (RI)	Structural Index (SI)	Condition Rating	Current Segment PCI (CPCI)
2565	25TH AVE	6th St	7th St	Local	Asphalt	39	719	157	3,303	100	74	60	Excellent	**99**
2566	25TH AVE	7th St	8th St	Local	Asphalt	37	281	57	1,201	90	60	60	Excellent	**90**
3271	25TH AVE	8th St	Valley View Ct	Local	Asphalt	35	535	103	2,166	99	59	60	Excellent	**98**
3767	25TH AVE	Valley View Ct	Vineyard Ave	Local	Asphalt	33	136	25	530	87	55	60	Excellent	**86**
6344	25TH AVE	Vineyard Ave	EEOR	Local	Asphalt	17	275	26	545	100	73	60	Excellent	**99**
2558	25TH AVE	1600	17th St	Local	Asphalt	21	578	67	1,416	99	57	60	Excellent	**98**
1801	25TH ST	E Main St	100	Local	Asphalt	28	299	46	961	90	56	60	Excellent	**89**
4164	25TH ST	100	Clearwater Ave	Local	Asphalt	24	346	46	968	85	59	60	Excellent	**84**
1909	25TH ST	6th Ave	7th Ave	Local	Asphalt	16	268	24	500	95	57	60	Excellent	**94**
1486	25TH ST N	7th Ave N	Frontage Rd	Local	Asphalt	42	338	79	1,654	93	55	60	Excellent	**92**
1775	26TH ST	E Main St	100	Local	Asphalt	33	437	79	1,661	96	55	60	Excellent	**95**
4165	26TH ST	100	Clearwater Ave	Local	Asphalt	27	105	16	330	100	65	60	Excellent	**99**
1804	26TH ST	E Main St	5th Ave	Local	Asphalt	21	166	20	414	85	78	60	V Good	**84**
1858	26TH ST	5th Ave	6th Ave	Local	Asphalt	21	366	43	896	93	74	60	Excellent	**92**
1912	26TH ST	6th Ave	7th Ave	Local	Asphalt	29	348	56	1,179	97	61	60	Excellent	**96**
1949	26TH ST	7th Ave	8th Ave	Local	Asphalt	29	371	60	1,254	99	61	60	Excellent	**98**
1982	26TH ST	8th Ave	9th Ave	Local	Asphalt	36	285	57	1,196	95	64	60	Excellent	**94**
2027	26TH ST	9th Ave	Sunset Dr	Local	Asphalt	36	290	58	1,217	95	49	60	Excellent	**94**
2605	27TH AVE	Hillcrest Rd	1406	Local	Asphalt	40	289	65	1,358	10	8	60	V Poor	**10**
2600	27TH AVE	14th St	1500	Local	Asphalt	21	604	71	1,481	91	53	60	Excellent	**90**
4879	27TH AVE	1500	Vineyard Dr	Local	Asphalt	23	313	40	841	95	52	60	Excellent	**95**
1757	27TH ST	E Main St	Clearwater Ave	Local	Asphalt	27	375	56	1,181	92	51	60	Excellent	**91**
1861	27TH ST	5th Ave	6th Ave	Local	Asphalt	33	363	67	1,399	93	68	60	Excellent	**93**
1916	27TH ST	6th Ave	7th Ave	Local	Asphalt	33	364	67	1,403	90	81	60	Excellent	**89**
1951	27TH ST	7th Ave	8th Ave	Local	Asphalt	33	360	66	1,385	92	76	60	Excellent	**91**
2627	28TH AVE	14th St	1500	Local	Asphalt	27	556	83	1,749	95	50	60	Excellent	**94**
1728	28TH ST	E Main St	Clearwater Ave	Local	Asphalt	22	271	32	679	91	47	60	Excellent	**90**
1573	28TH ST N	3rd Ave N	4th Ave N	Collector	Asphalt	38	168	35	745	91	86	60	Excellent	**90**
1547	28TH ST N	4th Ave N	500	Collector	Asphalt	29	394	63	1,332	83	63	60	V Good	**83**
1525	28TH ST N	500	600	Collector	Asphalt	30	346	57	1,205	72	61	30	V Good	**71**
1512	28TH ST N	600	7th Ave N	Collector	Asphalt	27	358	53	1,107	75	48	30	V Good	**74**
3257	28TH ST N	7th Ave N	8th Ave N	Collector	Asphalt	25	472	65	1,366	65	49	60	Good	**64**
1468	28TH ST N	8th Ave N	Frontage Rd	Collector	Asphalt	27	427	65	1,365	87	63	60	Excellent	**86**
2678	29TH AVE	Meadowlark Dr	Country Club Dr	Local	Asphalt	36	199	40	835	7	9	60	V Poor	**7**
3207	29TH ST	E Main St	Clearwater Ave	Local	Asphalt	14	276	21	451	66	53	60	Good	**65**
1810	29TH ST	4th Ave	5th Ave	Collector	Asphalt	39	345	74	1,550	93	63	60	Excellent	**92**
1846	29TH ST	5th Ave	Garfield Ct	Collector	Asphalt	39	245	53	1,114	90	76	60	Excellent	**89**
4454	29TH ST	Garfield Ct	6th Ave	Collector	Asphalt	39	113	24	507	85	59	60	Excellent	**84**
1923	29TH ST	6th Ave	7th Ave	Collector	Asphalt	38	395	83	1,750	91	81	60	Excellent	**90**
1958	29TH ST	7th Ave	8th Ave	Collector	Asphalt	36	326	65	1,356	93	59	60	Excellent	**92**
1989	29TH ST	8th Ave	9th Ave	Collector	Asphalt	39	281	60	1,263	91	79	60	Excellent	**90**
3220	29TH ST	9th Ave	1000	Collector	Asphalt	39	282	60	1,267	94	71	60	Excellent	**93**
4453	29TH ST	1000	Sunset Dr	Collector	Asphalt	39	354	76	1,590	88	64	60	Excellent	**87**

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3221	29TH ST	Sunset Dr	11th Ave	Collector	Asphalt	39	304	65	1,363	92	61	60	Excellent	**91**
2160	29TH ST	11th Ave	Gaslite Ct	Collector	Asphalt	32	148	26	543	82	52	60	V Good	**81**
4135	29TH ST	Gaslite Ct	1200	Collector	Asphalt	32	269	47	988	83	66	60	V Good	**82**
3223	29TH ST	1200	1300	Collector	Asphalt	29	289	47	979	83	55	60	V Good	**82**
2248	29TH ST	1300	1400	Collector	Asphalt	22	573	70	1,470	77	57	30	V Good	**76**
3222	29TH ST	1400	1500	Collector	Asphalt	22	262	32	673	78	55	30	V Good	**77**
2354	29TH ST	1500	16th Ave	Collector	Asphalt	22	350	43	899	83	55	60	V Good	**82**
1491	29TH ST N	7th Ave N	8th Ave N	Local	Asphalt	28	465	72	1,518	97	53	60	Excellent	**96**
1469	29TH ST N	8th Ave N	Frontage Rd	Local	Asphalt	28	519	82	1,722	79	53	30	V Good	**79**
1670	2ND AVE	Prospect Av	3rd St	Local	Asphalt	40	361	80	1,686	99	73	60	Excellent	**97**
1667	2ND AVE	3rd St	4th St	Local	Asphalt	40	349	78	1,631	95	64	60	Excellent	**94**
1664	2ND AVE	4th St	Glassway	Local	Asphalt	40	234	52	1,092	91	58	60	Excellent	**91**
3697	2ND AVE	Glassway	5th St	Local	Asphalt	40	184	41	860	98	74	60	Excellent	**97**
1588	2ND AVE N	1900	20th St N	Local	Asphalt	20	200	22	467	43	33	60	Marginal	**41**
1589	2ND AVE N	20th St N	2100	Local	Asphalt	23	445	57	1,194	92	58	60	Excellent	**91**
1591	2ND AVE N	2100	W 22nd St N	Local	Asphalt	23	371	47	996	84	68	60	V Good	**83**
1594	2ND AVE N	E 22nd St N	2300	Local	Asphalt	24	285	38	798	90	76	60	Excellent	**89**
1596	2ND AVE N	2300	24th St N	Local	Asphalt	24	565	75	1,581	88	67	60	Excellent	**87**
1599	2ND ST	D St	Capital St	Local	Asphalt	49	278	76	1,588	77	47	60	V Good	**77**
1576	2ND ST	Capital St	Beechy St	Local	Asphalt	45	277	69	1,452	78	40	60	V Good	**77**
2125	2ND ST	11th Ave	1200	Local	Asphalt	26	351	51	1,078	90	59	60	Excellent	**89**
2172	2ND ST	1200	13th Ave 4	Local	Asphalt	26	308	45	946	91	77	60	Excellent	**90**
2215	2ND ST	13th Ave	14th Ave	Local	Asphalt	35	333	65	1,359	93	76	60	Excellent	**92**
2244	2ND ST	14th Ave	15th Ave	Local	Asphalt	32	335	59	1,230	63	59	60	Good	**63**
2293	2ND ST	15th Ave	16th Ave	Local	Asphalt	34	334	63	1,323	96	69	60	Excellent	**95**
2325	2ND ST	16th Ave	17th Ave	Local	Asphalt	34	330	62	1,311	100	66	60	Excellent	**98**
2367	2ND ST	17th Ave	18th Ave	Local	Asphalt	34	332	63	1,317	83	65	60	V Good	**82**
2400	2ND ST	18th Ave	19th Ave	Local	Asphalt	34	319	60	1,263	82	72	60	V Good	**82**
2513	2ND ST	21st Ave	22nd Ave	Local	Asphalt	35	482	94	1,967	99	77	60	Excellent	**97**
2534	2ND ST	22nd Ave	23rd Ave	Local	Asphalt	35	557	108	2,272	100	83	60	Excellent	**99**
1721	30TH ST	E Main St	Warren St	Local	Asphalt	27	187	28	579	95	48	60	Excellent	**94**
3634	30TH ST	Warren St	Clearwater Ave	Local	Asphalt	21	94	11	229	92	50	60	Excellent	**91**
1811	30TH ST	4th Ave	5th Ave	Local	Asphalt	30	343	58	1,208	83	62	60	V Good	**82**
2176	30TH ST	11th Ave	1200	Local	Asphalt	44	555	134	2,817	81	71	60	V Good	**81**
1453	31ST ST N	Us Highway 95 N	Hatwai Rd	Local	Asphalt	33	313	57	1,204	98	70	60	Excellent	**97**
1433	36TH ST N	Us Highway 95 N	Hatwai Rd	Collector	Asphalt	33	277	51	1,068	85	67	60	V Good	**84**
3154	3RD AV N	6th Av N	1400	Local	Asphalt	62	512	175	3,676	69	65	60	Good	**68**
3155	3RD AV N	1400	15th St N	Local	Asphalt	50	403	112	2,352	58	69	60	Fair	**56**
1531	3RD AV N	15th St N	1600	Local	Asphalt	50	422	117	2,462	69	67	60	Good	**68**
1549	3RD AV N	1600	1700	Local	Asphalt	50	401	111	2,341	97	78	60	Excellent	**96**
1554	3RD AV N	1700	18th St N2	Local	Asphalt	50	354	98	2,066	80	82	30	V Good	**79**
1558	3RD AV N	18th St N	1900	Collector	Asphalt	50	398	111	2,321	77	83	60	V Good	**77**
1561	3RD AV N	1900	20th St N	Collector	Asphalt	50	380	106	2,217	68	78	60	Good	**67**

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1562	3RD AV N	20th St N	2100	Collector	Asphalt	50	476	132	2,776	74	89	30	V Good	**73**
3258	3RD AV N	2100	W22nd St N	Collector	Asphalt	50	348	97	2,032	69	84	30	Good	**68**
4202	3RD AV N	W22nd St N	US12 HW 12 W	Collector	Concrete	64	139	49	1,035	94	28	60	Excellent	**94**
4206	3RD AV N	US HW 12W	E22nd St N	Collector	Concrete	65	129	47	979	88	33	60	Excellent	**87**
1565	3RD AV N	E22nd St N	2316	Collector	Asphalt	34	282	54	1,125	41	48	60	Marginal	**40**
1567	3RD AV N	2300	24th St N5	Collector	Asphalt	31	565	96	2,015	41	54	30	Marginal	**40**
1569	3RD AV N	24th St N	2500	Collector	Asphalt	38	272	57	1,192	80	65	60	V Good	**79**
1571	3RD AV N	2500	2600	Collector	Asphalt	38	307	64	1,345	75	64	30	V Good	**74**
1572	3RD AV N	2600	2700	Collector	Asphalt	42	388	91	1,916	59	64	30	Fair	**57**
1574	3RD AV N	2700	28th St N	Collector	Asphalt	39	351	76	1,599	93	79	60	Excellent	**92**
1703	3RD AVE	Prospect Av	3rd St	Local	Asphalt	40	375	83	1,749	87	62	60	Excellent	**86**
1696	3RD AVE	3rd St	4th St	Local	Asphalt	40	347	77	1,618	95	72	60	Excellent	**94**
1693	3RD AVE	4th St	4th St	Local	Asphalt	40	96	21	448	89	68	60	Excellent	**88**
3700	3RD AVE	4th St	Glass Way	Local	Asphalt	40	139	31	649	98	77	60	Excellent	**96**
3701	3RD AVE	Glass Way	Saint Johns Way	Local	Asphalt	40	210	47	979	91	64	60	Excellent	**91**
1692	3RD AVE	St John's Way	6th St2	Local	Asphalt	40	438	97	2,042	60	66	60	Fair	**59**
1695	3RD AVE	6th St	700	Local	Asphalt	40	224	50	1,045	85	29	60	V Good	**84**
1650	3RD ST	North St	1st Ave	Local	Asphalt	22	155	19	397	12	36	60	V Poor	**12**
1610	3RD ST	Main St	D St	Local	Asphalt	46	120	31	642	57	22	80	Fair	**56**
1641	3RD ST	Prospect Blvd	North St	Local	Asphalt	22	230	28	590	24	22	80	V Poor	**23**
1602	3RD ST	D St	Capital St.	Local	Asphalt	51	277	78	1,641	61	38	80	Good	**60**
1578	3RD ST	Capital St	Beechy St	Local	Asphalt	36	281	56	1,180	50	25	80	Marginal	**48**
1668	3RD ST	1st Ave	2nd Ave	Local	Asphalt	31	320	55	1,158	93	54	60	Excellent	**92**
1702	3RD ST	2nd Ave	3rd Ave	Local	Asphalt	29	460	74	1,555	91	72	60	Excellent	**90**
1740	3RD ST	3rd Ave	4th Ave	Local	Asphalt	36	426	85	1,788	93	68	60	Excellent	**92**
1783	3RD ST	4th ave	5th Ave	Local	Asphalt	36	383	77	1,608	92	67	60	Excellent	**91**
1836	3RD ST	5th Ave	6th Ave	Local	Asphalt	40	381	85	1,776	85	60	60	Excellent	**85**
1885	3RD ST	6th Ave	7th Ave	Local	Asphalt	39	378	82	1,718	96	58	60	Excellent	**95**
1934	3RD ST	7th Ave	8th Ave	Local	Asphalt	40	384	85	1,791	72	68	30	V Good	**71**
1986	3RD ST	8th ave	9th Ave	Local	Asphalt	40	378	84	1,766	75	71	60	V Good	**74**
2032	3RD ST	9th Ave	10th Ave	Local	Asphalt	40	381	85	1,777	94	67	60	Excellent	**93**
2034	3RD ST	10th Ave	11th Ave	Local	Asphalt	40	380	85	1,775	84	76	60	V Good	**83**
2128	3RD ST	11th Ave	12th Ave	Local	Asphalt	40	348	77	1,626	85	72	60	V Good	**84**
2173	3RD ST	12th Sve	13th Ave	Local	Asphalt	40	313	69	1,458	99	77	60	Excellent	**97**
2217	3RD ST	13th Ave	14th Ave	Local	Asphalt	40	335	74	1,562	90	60	60	Excellent	**89**
2246	3RD ST	14thAve	15th Ave	Local	Asphalt	40	334	74	1,558	90	56	60	Excellent	**89**
2297	3RD ST	15th Ave	16th Ave	Local	Asphalt	40	335	74	1,562	93	60	60	Excellent	**92**
2327	3RD ST	16th Ave	17th Ave	Local	Asphalt	40	332	74	1,550	92	67	60	Excellent	**91**
2371	3RD ST	17th Ave	18th Ave	Local	Asphalt	40	328	73	1,531	89	62	60	Excellent	**88**
1419	41ST ST N	Us Highway 95 N	Hatwai Rd	Local	Asphalt	25	520	72	1,515	93	68	60	Excellent	**92**
3832	4HT ST D	Zimmerly Way	Zimmerly Ln	Local	Asphalt	31	188	33	687	96	74	60	Excellent	**95**
7448	4INCH AC			Collector	Asphalt	41	2,656	610	12,808	94	94	60	Excellent	**93**
1741	4TH AVE	Prospect Ave	3rd St	Local	Asphalt	40	355	79	1,655	86	68	60	Excellent	**85**

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1743	4TH AVE	3rd St	4th St	Local	Asphalt	40	403	90	1,881	91	70	60	Excellent	**90**
1746	4TH AVE	4th St	5th St	Local	Asphalt	40	374	83	1,747	88	59	60	Excellent	**87**
1750	4TH AVE	5th St	St Johns Way	Local	Asphalt	40	325	72	1,518	86	69	60	Excellent	**85**
3702	4TH AVE	St Johns Way	6th St	Local	Asphalt	52	114	33	694	95	61	60	Excellent	**94**
1747	4TH AVE	West End	7th St	Local	Asphalt	40	214	47	996	90	61	60	Excellent	**89**
1759	4TH AVE	E Main St	28th St	Collector	Asphalt	21	297	35	728	86	55	60	Excellent	**86**
1761	4TH AVE	28th St	29th St	Collector	Asphalt	23	352	45	950	88	58	60	Excellent	**88**
1763	4TH AVE	29th St	30th St	Local	Asphalt	20	339	38	792	85	70	60	Excellent	**85**
1766	4TH AVE	30th St	EEOR	Local	Asphalt	13	168	12	255	87	48	60	Excellent	**86**
1534	4TH AVE N	18th St N	1900	Local	Asphalt	27	347	52	1,094	100	66	60	Excellent	**99**
1536	4TH AVE N	1900	Old NS Hwy	Local	Asphalt	27	396	59	1,247	84	65	60	V Good	**84**
1537	4TH AVE N	Old NS Hwy	2100	Local	Asphalt	29	483	77	1,625	96	71	60	Excellent	**95**
1539	4TH AVE N	2100	W22nd St N	Local	Asphalt	32	332	58	1,225	99	69	60	Excellent	**97**
1544	4TH AVE N	24th St N	2500	Local	Asphalt	23	421	54	1,129	90	64	60	Excellent	**89**
1545	4TH AVE N	2500	2600	Local	Asphalt	23	180	23	483	86	53	60	Excellent	**85**
1546	4TH AVE N	2600	2700	Local	Asphalt	23	310	40	832	78	55	60	V Good	**77**
1548	4TH AVE N	2700	28th St N	Local	Asphalt	23	357	46	959	85	60	60	Excellent	**85**
1646	4TH ST	North St	1st Av	Local	Asphalt	30	149	25	523	99	18	60	Excellent	**98**
1605	4TH ST	D St	Capital St	Local	Asphalt	41	279	64	1,344	79	34	60	V Good	**79**
1580	4TH ST	Capital St	Beechy St	Local	Asphalt	35	279	55	1,148	82	67	60	V Good	**82**
1665	4TH ST	1st Ave	2nd Ave	Local	Asphalt	30	332	55	1,162	96	70	60	Excellent	**95**
1697	4TH ST	2nd Ave	3rd Ave	Local	Asphalt	32	456	81	1,695	92	63	60	Excellent	**91**
1742	4TH ST	3rd Ave	4th Ave	Local	Asphalt	36	461	92	1,936	87	64	60	Excellent	**86**
1786	4TH ST	4th Ave	5th Ave	Local	Asphalt	37	375	77	1,619	95	55	60	Excellent	**94**
1838	4TH ST	5th Ave	6th Ave	Local	Asphalt	40	381	85	1,776	90	49	60	Excellent	**89**
1888	4TH ST	6th Ave	7th Ave	Local	Asphalt	40	379	84	1,767	85	66	60	V Good	**84**
2129	4TH ST	11th Ave	12th Ave	Local	Asphalt	40	340	76	1,586	89	81	60	Excellent	**88**
2174	4TH ST	12th Ave	13th Ave	Local	Asphalt	40	321	71	1,498	98	87	60	Excellent	**96**
2219	4TH ST	13th Ave	14th Ave	Local	Asphalt	40	329	73	1,536	98	71	60	Excellent	**97**
2249	4TH ST	14th Ave	15th Ave	Local	Asphalt	40	339	75	1,581	94	69	60	Excellent	**93**
2299	4TH ST	15th Ave	16th Ave	Local	Asphalt	40	329	73	1,537	81	66	60	V Good	**80**
2330	4TH ST	16th Ave	17th Ave	Local	Asphalt	40	331	74	1,544	84	71	60	V Good	**83**
3367	4TH ST	17th Ave	1800	Local	Asphalt	40	47	10	220	56	0	60	Fair	**55**
3774	4TH ST	Stewart Av	Stewart Dr	Collector	Asphalt	26	452	64	1,344	82	66	60	V Good	**81**
3775	4TH ST	Stewart Dr	Vista Av	Collector	Asphalt	24	128	17	359	81	60	60	V Good	**80**
3773	4TH ST	Vista Av	Vista Dr	Collector	Asphalt	26	223	33	686	74	70	30	V Good	**73**
3276	4TH ST	Vista Dr	Preston Av	Collector	Asphalt	26	433	61	1,288	81	67	60	V Good	**80**
2721	4TH ST	Pres	Park Av	Collector	Asphalt	28	661	103	2,159	75	70	60	V Good	**74**
3820	4TH ST	Park Av	Park Dr	Collector	Asphalt	26	340	48	1,014	65	70	60	Good	**64**
3822	4TH ST	Park Dr	Warner Av	Collector	Asphalt	25	325	44	930	64	67	60	Good	**63**
3277	4TH ST	Warner Av	Warner Dr	Collector	Asphalt	34	407	76	1,595	59	60	60	Fair	**58**
3829	4TH ST	Warner Dr	Linden Av	Collector	Asphalt	31	241	41	856	42	52	60	Marginal	**41**
3826	4TH ST	Linden Av	Linden Dr	Collector	Asphalt	38	324	68	1,436	69	54	60	Good	**68**

GISID	On Street	From Street	To Street	FunCL	Pavetype	Pavement Width (ft)	Pavement Length (ft)	Add Area (yd2)	Pavement Area (yd2)	Condition Summary: Surface Distress Index (SDI)	Roughness Index (RI)	Structural Index (SI)	Condition Rating	Current Segment PCI (CPCI)
3825	4TH ST	Linden Dr	Bryden Av	Collector	Asphalt	36	323	64	1,343	71	65	60	V Good	**70**
3144	4TH ST	O'Conner Rd	Zimmerly Way	Local	Asphalt	28	534	82	1,714	91	64	60	Excellent	**90**
4210	4TH ST	Bryden Av	O'Conner Rd	Local	Asphalt	31	261	44	933	97	33	60	Excellent	**96**
2662	4TH ST C	Stewart Av	Vista Av	Local	Asphalt	18	594	59	1,239	84	44	60	V Good	**83**
2762	4TH ST C	Warner Ave	3400	Local	Asphalt	49	332	90	1,899	86	86	60	Excellent	**85**
2693	4TH ST D	3124	Preston Ave	Local	Asphalt	40	476	105	2,212	98	65	60	Excellent	**97**
4268	4TH ST D	Zimmerly Ln	Airway Ave	Local	Asphalt	19	134	14	296	88	76	60	Excellent	**87**
3833	4TH ST D	Airway Ave	Burrell Ave.	Local	Asphalt	21	664	77	1,610	95	88	60	Excellent	**94**
2829	4TH STD	Bryden Dr	Zimerly Way	Local	Asphalt	46	325	84	1,760	99	77	60	Excellent	**98**
1814	5TH AV	30th St	Silcott St	Local	Asphalt	22	342	42	877	99	59	60	Excellent	**98**
1784	5TH AVE	Prospect Av	3rd St	Local	Asphalt	40	324	72	1,511	81	66	60	V Good	**80**
1785	5TH AVE	3rd St	4th St	Local	Asphalt	40	385	85	1,794	56	61	60	Fair	**56**
1788	5TH AVE	4th St	5th St	Local	Asphalt	40	393	87	1,832	86	62	60	Excellent	**85**
1790	5TH AVE	5th St	6th St	Local	Asphalt	40	444	99	2,071	83	73	60	V Good	**82**
1796	5TH AVE	7th St	8th St	Local	Asphalt	40	372	83	1,735	78	75	60	V Good	**78**
1806	5TH AVE	26th St	27th St	Local	Asphalt	19	308	33	683	92	65	60	Excellent	**91**
1812	5TH AVE	29th St	30th St	Local	Asphalt	26	326	46	971	94	74	60	Excellent	**93**
9995	5TH AVE N	23rd St N	WEOR	Local	Asphalt	24	11	1	31	100	21	60	Excellent	**98**
1523	5TH AVE N	23rd St N	24th St N	Local	Asphalt	25	545	77	1,612	95	73	60	Excellent	**94**
1614	5TH ST	Main St	D St	Collector	Asphalt	45	147	37	774	76	48	30	V Good	**75**
1601	5TH ST	D St	Capital St	Collector	Asphalt	27	252	37	779	86	66	60	Excellent	**86**
1582	5TH ST	Capital St	Beachey St	Collector	Asphalt	30	237	39	817	94	74	60	Excellent	**93**
3689	5TH ST	Beachey St	Beachey St	Collector	Asphalt	34	49	9	194	90	57	60	Excellent	**89**
1556	5TH ST	Beachey St	Levee Byp	Collector	Asphalt	34	461	86	1,816	89	74	60	Excellent	**88**
1643	5TH ST	Main St	F St	Collector	Concrete	49	205	56	1,174	89	46	60	Excellent	**89**
3673	5TH ST	F St	100	Collector	Concrete	31	318	55	1,157	58	37	60	Fair	**58**
3671	5TH ST	100	Parkway	Collector	Concrete	39	292	62	1,311	46	30	60	Marginal	**45**
3678	5TH ST	Parkway	2nd Ave	Collector	Concrete	39	32	7	145	60	45	60	Good	**59**
1689	5TH ST	2nd Ave	Saint Johns Way	Collector	Asphalt	41	459	104	2,180	60	44	60	Good	**59**
1745	5TH ST	Saint Johns Way	4th Ave	Collector	Asphalt	43	477	114	2,393	59	46	60	Fair	**58**
1787	5TH ST	4th Ave	5th Ave	Collector	Asphalt	41	381	86	1,801	62	48	60	Good	**61**
1842	5TH ST	5th Ave	6th Ave	Collector	Asphalt	41	380	86	1,796	51	43	60	Fair	**49**
1890	5TH ST	6th Ave	7th Ave	Collector	Asphalt	41	383	86	1,814	65	39	60	Good	**64**
2302	5TH ST	15th Ave	16th Ave	Local	Asphalt	29	322	52	1,090	98	56	60	Excellent	**97**
2305	5TH ST	16th Ave	17th Ave	Local	Asphalt	26	154	22	468	97	67	60	Excellent	**96**
2404	5TH ST	17th Ave	18th Ave	Local	Asphalt	33	367	67	1,412	86	54	60	Excellent	**86**
2545	5TH ST	23rd Ave	2400	Local	Asphalt	39	293	63	1,331	99	74	60	Excellent	**98**
2554	5TH ST	2400	25th Ave	Local	Asphalt	39	391	85	1,777	99	68	60	Excellent	**97**
2664	5TH ST	Stewart Ave	Vista Ave	Arterial	Asphalt	58	620	200	4,192	57	74	60	Fair	**55**
3818	5TH ST	Vista Ave	Preston Ave	Arterial	Asphalt	46	664	171	3,589	58	73	60	Fair	**56**
2722	5TH ST	Pres	Park Ave	Arterial	Asphalt	45	656	163	3,417	59	84	30	Fair	**58**
3821	5TH ST	Park Ave	Warner Ave	Arterial	Asphalt	45	658	164	3,449	61	86	30	Good	**59**
3150	5TH ST	Warner Ave	Linden Ave	Arterial	Asphalt	43	655	155	3,247	68	93	30	Good	**66**

GISID	On Street	From Street	To Street	FunCL	Pavetype	Pavement Width (ft)	Pavement Length (ft)	Add Area (yd2)	Pavement Area (yd2)	Condition Summary: Surface Distress Index (SDI)	Condition Summary: Roughness Index (RI)	Condition Summary: Structural Index (SI)	Condition Summary: Condition Rating	Condition Summary: Current Segment PCI (CPCI)
3828	5TH ST	Linden Ave	Linden Dr	Arterial	Asphalt	43	324	77	1,613	69	91	30	Good	**68**
3827	5TH ST	Linden Dr	Bryden Ave	Arterial	Asphalt	45	341	85	1,780	60	57	60	Good	**59**
2830	5TH ST	Bryden Ave	Bryden Dr	Collector	Asphalt	31	324	56	1,185	76	55	60	V Good	**75**
3834	5TH ST	Bryden Dr	Airway Ave	Collector	Asphalt	26	320	45	952	88	74	60	Excellent	**87**
3835	5TH ST	Airway Ave	Airway Dr	Collector	Asphalt	24	340	44	933	93	74	60	Excellent	**92**
3836	5TH ST	Airway Dr	Burrell Ave	Collector	Asphalt	24	329	43	903	84	70	60	V Good	**83**
2898	5TH ST	Burrell Ave	Burrell Dr	Local	Asphalt	21	382	43	912	88	54	60	Excellent	**87**
3842	5TH ST	Burrell Dr	Cedar Ave	Local	Asphalt	21	272	31	651	86	46	60	Excellent	**86**
2434	5TH ST	18th Ave	Carol Dr	Local	Asphalt	26	188	27	569	93	29	60	Excellent	**92**
3765	5TH ST	Carol Dr	18th Ave 1	Local	Asphalt	24	58	8	163	83	25	60	V Good	**83**
2810	5TH ST B	Linden Ave	Linden Dr	Local	Asphalt	24	328	45	937	82	66	60	V Good	**81**
3850	5TH ST B	Linden Dr	Bryden Ave	Local	Asphalt	24	332	43	910	95	70	60	Excellent	**94**
2778	5TH ST D	Warner Dr	Linden Ave	Local	Asphalt	21	322	38	790	100	62	60	Excellent	**98**
2842	5TH ST E	Bryden Ave	Airway Ave	Local	Asphalt	41	653	149	3,123	99	64	60	Excellent	**97**
3282	5TH ST G	Linden Ave	Linden Dr	Local	Asphalt	24	317	42	876	97	61	60	Excellent	**96**
1837	6TH AVE	Prospect Ave	3rd St	Local	Asphalt	40	321	71	1,496	77	75	60	V Good	**77**
1839	6TH AVE	3rd St	4th St	Local	Asphalt	40	378	84	1,765	87	80	60	Excellent	**86**
1843	6TH AVE	4th St	5th St	Local	Asphalt	40	397	88	1,854	82	70	60	V Good	**81**
1845	6TH AVE	5th St	6th St	Local	Asphalt	40	442	98	2,064	86	70	60	Excellent	**86**
1848	6TH AVE	6th St	7th St	Local	Concrete	40	505	112	2,357	47	59	60	Marginal	**46**
1854	6TH AVE	7th St	8th St	Local	Concrete	32	370	66	1,381	83	53	60	V Good	**82**
1855	6TH AVE	8th St	9th St	Local	Concrete	35	345	67	1,411	82	55	60	V Good	**81**
1870	6TH AVE	Park St	13th St	Local	Asphalt	32	303	54	1,130	90	21	60	Excellent	**89**
1878	6TH AVE	14th St	15th St	Local	Asphalt	21	202	24	494	94	29	60	Excellent	**93**
3707	6TH AVE	15th St	15th St	Local	Asphalt	21	84	10	207	99	26	60	Excellent	**98**
1881	6TH AVE	15th St	Delsol Ln	Local	Asphalt	18	117	12	246	99	36	60	Excellent	**98**
3708	6TH AVE	Delsol Ln	16th St	Local	Asphalt	31	218	38	790	91	47	60	Excellent	**90**
1859	6TH AVE	25th St	26th St	Local	Asphalt	18	318	32	668	92	69	60	Excellent	**91**
1862	6TH AVE	26th St	27th St	Local	Asphalt	19	328	34	717	79	62	60	V Good	**78**
1867	6TH AVE	3000	Silcott Ct	Local	Asphalt	29	181	29	611	90	73	60	Excellent	**89**
1864	6TH AVE	29th St	3002	Local	Asphalt	35	293	56	1,183	88	65	60	Excellent	**87**
4455	6TH AVE	Silcott Ct	Silcott St	Local	Asphalt	29	161	26	544	83	66	60	V Good	**82**
1496	6TH AVE N	12th St N	3rd Ave N	Local	Asphalt	51	261	74	1,555	15	40	60	V Poor	**15**
1497	6TH AVE N	3rd Ave N	1400	Collector	Asphalt	50	356	99	2,077	23	59	60	V Poor	**22**
1500	6TH AVE N	1400	15th St N	Collector	Asphalt	50	364	101	2,125	31	58	60	Poor	**30**
1501	6TH AVE N	15th St N	1600	Collector	Asphalt	50	352	97	2,032	12	50	60	V Poor	**11**
1504	6TH AVE N	1600	17th St N	Collector	Asphalt	50	366	101	2,116	26	71	60	Poor	**24**
1505	6TH AVE N	17th St N	18th St N	Collector	Asphalt	50	364	100	2,100	34	65	60	Poor	**33**
1506	6TH AVE N	18th St N	1900	Collector	Asphalt	50	356	99	2,078	54	75	60	Fair	**53**
1507	6TH AVE N	1900	20th St N	Collector	Asphalt	50	378	105	2,206	32	75	60	Poor	**30**
1511	6TH AVE N	23rd St N	24th St N	Collector	Asphalt	39	543	118	2,473	83	57	60	V Good	**82**
1508	6TH AVE N	1200	12th St N	Local	Asphalt	52	138	40	836	73	12	80	V Good	**72**
1749	6TH ST	3rd Ave	4th Ave	Local	Asphalt	40	472	105	2,205	55	36	60	Fair	**54**

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1844	6TH ST	5th Ave	6th Ave	Local	Asphalt	40	379	84	1,768	73	52	60	V Good	**72**
1892	6TH ST	6th Ave	7th Ave	Local	Asphalt	40	385	86	1,799	77	46	60	V Good	**76**
1938	6TH ST	7th Ave	8th Ave	Local	Asphalt	36	393	79	1,651	83	49	60	V Good	**82**
1993	6TH ST	8th Ave	9th Ave	Local	Asphalt	36	376	75	1,581	84	47	60	V Good	**83**
2040	6TH ST	9th Ave	10th Ave	Local	Asphalt	30	386	64	1,353	89	42	60	Excellent	**88**
2077	6TH ST	10th Ave	11th Ave	Local	Asphalt	30	368	61	1,288	81	44	60	V Good	**80**
2136	6TH ST	11th Ave	12th Ave	Local	Asphalt	27	321	49	1,028	60	71	60	Fair	**59**
2405	6TH ST	17th Ave	18th Ave	Local	Asphalt	36	368	74	1,559	91	67	60	Excellent	**90**
2441	6TH ST	18th Ave	19th Ave	Local	Asphalt	32	328	58	1,222	88	61	60	Excellent	**87**
3445	6TH ST	19th Ave	2000	Local	Asphalt	23	251	32	673	55	42	60	Fair	**54**
2531	6TH ST	22nd Ave	23rd Ave	Local	Asphalt	38	312	66	1,384	97	73	60	Excellent	**96**
2544	6TH ST	23rd Ave	24th Ave	Local	Asphalt	39	327	71	1,486	100	78	60	Excellent	**99**
2552	6TH ST	24th Ave	25th Ave	Local	Asphalt	39	312	68	1,421	100	81	60	Excellent	**99**
2573	6TH ST	NEOR	Stewart Ave 1	Local	Asphalt	27	276	42	884	86	73	60	Excellent	**85**
2596	6TH ST	NEOR	Stewart Ave 2	Local	Asphalt	29	334	55	1,148	59	62	60	Fair	**58**
2602	6TH ST	NEOR	Stewart Ave 3	Local	Asphalt	22	152	19	397	73	50	60	V Good	**73**
2612	6TH ST	NEOR	Stewart Ave 4	Local	Asphalt	18	161	16	338	76	63	60	V Good	**75**
2622	6TH ST	NEOR	Stewart Ave 5	Local	Asphalt	18	230	23	483	77	74	60	V Good	**77**
2631	6TH ST	NEOR	Stewart Ave 6	Local	Asphalt	18	200	20	420	76	47	60	V Good	**76**
3895	6TH ST	Stewart Ave	Vista Ave	Local	Asphalt	24	653	87	1,829	99	56	60	Excellent	**97**
2666	6TH ST	Vista Ave	Preston Ave	Local	Asphalt	25	661	90	1,890	93	58	60	Excellent	**92**
2724	6TH ST	Pres	Park Ave	Local	Asphalt	26	668	96	2,025	88	69	60	Excellent	**87**
3851	6TH ST	Park Ave	Warner Ave	Local	Asphalt	27	651	96	2,013	97	76	60	Excellent	**96**
2768	6TH ST	Warner Ave	Warner Dr	Local	Asphalt	27	331	50	1,042	75	64	60	V Good	**74**
3845	6TH ST	Warner Dr	Linden Ave	Local	Asphalt	29	327	52	1,092	93	57	60	Excellent	**92**
3846	6TH ST	Linden Ave	Linden Dr	Local	Asphalt	29	328	54	1,127	86	65	60	Excellent	**86**
3847	6TH ST	Linden Dr	Bryden Ave	Local	Asphalt	29	333	54	1,126	83	58	60	V Good	**83**
2833	6TH ST	Bryden Ave	Bryden Dr	Local	Asphalt	28	333	52	1,089	87	73	60	Excellent	**86**
3843	6TH ST	Bryden Dr	Airway Ave	Local	Asphalt	28	328	51	1,072	86	69	60	Excellent	**86**
3844	6TH ST	Airway Ave	Airway Dr	Local	Asphalt	27	326	50	1,044	95	72	60	Excellent	**94**
3849	6TH ST	Airway Dr	Burrell Ave	Local	Asphalt	27	335	49	1,035	98	72	60	Excellent	**97**
2897	6TH ST	Burrell Ave	Burrell Dr	Local	Asphalt	28	328	51	1,072	92	74	60	Excellent	**91**
3841	6TH ST	Burrell Dr	Cedar Ave	Local	Asphalt	28	335	52	1,095	96	81	60	Excellent	**95**
3840	6TH ST	Cedar Ave	Grelle Ave	Local	Asphalt	26	654	93	1,946	91	64	60	Excellent	**91**
3147	6TH ST B	Stewart Ave	3200	Local	Asphalt	14	485	38	804	87	65	60	Excellent	**86**
2726	6TH ST C	Pres	Park Ave	Local	Asphalt	21	659	76	1,602	97	59	60	Excellent	**96**
2835	6TH ST C	Bryden Ave	Bryden Dr	Local	Asphalt	36	330	65	1,373	100	51	60	Excellent	**99**
2746	6TH ST D	Park Ave	Warner Ave	Local	Asphalt	27	655	98	2,067	99	70	60	Excellent	**97**
1886	7TH AVE	Prospect Ave	3rd St	Local	Asphalt	41	322	72	1,519	78	83	60	V Good	**77**
1889	7TH AVE	3rd St	4th St	Local	Asphalt	41	377	85	1,783	91	86	60	Excellent	**90**
1891	7TH AVE	4th St	5th St	Local	Asphalt	41	399	90	1,885	99	89	60	Excellent	**98**
1893	7TH AVE	5th St	6th St	Local	Asphalt	41	442	99	2,088	99	93	60	Excellent	**98**
3703	7TH AVE	6th St	6th St	Local	Asphalt	41	155	35	732	97	93	60	Excellent	**96**

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1895	7TH AVE	6th St	7th St	Local	Asphalt	41	347	78	1,640	98	85	60	Excellent	**97**
1897	7TH AVE	7th St	8th St	Local	Asphalt	41	370	83	1,748	99	89	60	Excellent	**97**
1899	7TH AVE	8th St	9th St	Local	Concrete	35	349	68	1,426	53	43	60	Fair	**52**
3705	7TH AVE	9th St	9th St	Local	Concrete	35	31	6	128	45	25	60	Marginal	**44**
3706	7TH AVE	9th St	Miller St	Local	Concrete	35	88	17	357	44	37	60	Marginal	**43**
1902	7TH AVE	Miller St	10th St	Local	Concrete	35	311	60	1,269	66	41	60	Good	**66**
1904	7TH AVE	10th St	11th St	Local	Asphalt	35	401	78	1,639	92	57	60	Excellent	**91**
1911	7TH AVE	13th St	14th St	Local	Asphalt	39	524	114	2,403	83	60	60	V Good	**82**
1915	7TH AVE	14th St	15th St	Local	Asphalt	37	379	78	1,637	83	54	60	V Good	**82**
1919	7TH AVE	15th St	16th St	Local	Asphalt	37	375	77	1,618	93	66	60	Excellent	**92**
1922	7TH AVE	16th St	17th St	Local	Asphalt	37	304	62	1,310	92	62	60	Excellent	**91**
1925	7TH AVE	17th St	18th St	Local	Asphalt	37	393	81	1,697	94	56	60	Excellent	**93**
1920	7TH AVE	1800	19th St	Local	Asphalt	50	518	145	3,045	62	58	60	Good	**61**
1907	7TH AVE	19th St	Upper 7th Ave	Local	Asphalt	38	95	20	421	88	60	60	Excellent	**88**
3709	7TH AVE	Upper 7th Ave	20th St	Local	Asphalt	50	126	35	732	87	46	60	Excellent	**86**
1905	7TH AVE	20th St	21st St	Local	Asphalt	21	448	52	1,085	89	56	60	Excellent	**88**
1913	7TH AVE	25th St	26th St	Local	Asphalt	20	335	37	784	94	53	60	Excellent	**93**
1917	7TH AVE	26th St	27th St	Local	Asphalt	20	338	38	793	81	74	60	V Good	**80**
1477	7TH AVE N	12th St N	1300	Local	Asphalt	41	266	61	1,271	61	74	60	Good	**60**
1478	7TH AVE N	1300	1400	Local	Asphalt	41	349	79	1,667	64	68	80	Good	**63**
1479	7TH AVE N	1400	15th St N	Local	Asphalt	41	345	79	1,652	40	50	80	Marginal	**39**
1480	7TH AVE N	15th St N	1600	Local	Asphalt	32	362	65	1,356	30	48	60	Poor	**29**
1481	7TH AVE N	1600	17th St N	Local	Asphalt	27	362	54	1,143	54	66	60	Fair	**53**
1485	7TH AVE N	Frontage Rd	24th St N	Local	Asphalt	31	322	56	1,166	95	50	60	Excellent	**94**
1487	7TH AVE N	24th St N	25th St N	Local	Asphalt	36	126	25	527	100	48	60	Excellent	**98**
1488	7TH AVE N	25th St N	2600	Local	Asphalt	36	377	76	1,588	92	65	60	Excellent	**91**
1489	7TH AVE N	2600	2700	Local	Asphalt	29	403	64	1,350	94	61	60	Excellent	**93**
1490	7TH AVE N	2700	28th St N	Local	Asphalt	25	365	50	1,047	92	52	60	Excellent	**91**
1492	7TH AVE N	28th St N	29th St N	Local	Asphalt	20	463	51	1,080	97	54	60	Excellent	**96**
1631	7TH ST	Main St	D St	Local	Asphalt	23	351	45	951	29	22	60	Poor	**28**
1608	7TH ST	D St	Capital St	Local	Asphalt	24	273	36	764	87	60	60	Excellent	**86**
3716	7TH ST	4th Ave	Church St	Local	Asphalt	40	177	39	825	94	79	60	Excellent	**93**
3717	7TH ST	Church St	5th Ave	Local	Asphalt	40	204	45	954	78	75	30	V Good	**77**
1847	7TH ST	5th Ave	6th Ave	Local	Asphalt	40	381	85	1,779	99	75	60	Excellent	**98**
1894	7TH ST	6th Ave	7th Ave	Local	Asphalt	40	377	84	1,762	92	48	60	Excellent	**91**
1939	7TH ST	7th Ave	8th Ave	Local	Asphalt	40	397	88	1,853	92	68	60	Excellent	**92**
1994	7TH ST	8th Ave	9th Ave	Local	Asphalt	40	381	85	1,779	99	78	60	Excellent	**97**
2041	7TH ST	9th Ave	10th Ave	Local	Asphalt	30	378	63	1,322	81	55	60	V Good	**80**
2079	7TH ST	10th Ave	11th Ave	Local	Asphalt	30	371	62	1,298	94	58	60	Excellent	**93**
2124	7TH ST	11th Ave	12th Ave	Local	Asphalt	38	315	66	1,395	89	63	60	Excellent	**89**
2161	7TH ST	12th Ave	13th Ave	Local	Asphalt	38	296	63	1,313	98	76	60	Excellent	**97**
2199	7TH ST	13th Ave	14th Ave	Local	Asphalt	38	293	62	1,297	100	87	60	Excellent	**99**
3266	7TH ST	14th Ave	15th Ave	Local	Asphalt	39	418	91	1,903	93	83	60	Excellent	**92**

GISID	On Street	From Street	To Street	FunCL	Pavetype	Pavement Width (ft)	Pavement Length (ft)	Add Area (yd2)	Pavement Area (yd2)	Condition Summary: Surface Distress Index (SDI)	Roughness Index (RI)	Structural Index (SI)	Condition Rating	Current Segment PCI (CPCI)
4159	7TH ST	15th Ave	15th Ave	Local	Asphalt	39	199	43	907	93	44	60	Excellent	**92**
2307	7TH ST	15th Ave	16th Ave	Local	Asphalt	39	371	80	1,686	92	71	60	Excellent	**91**
2358	7TH ST	16th Ave	17th Ave	Local	Asphalt	36	389	78	1,630	96	65	60	Excellent	**95**
2407	7TH ST	17th Ave	18th Ave	Local	Asphalt	35	373	72	1,522	96	59	60	Excellent	**95**
2443	7TH ST	18th Ave	19th Ave	Local	Asphalt	20	331	37	773	94	50	60	Excellent	**93**
2468	7TH ST	19th Ave	20th Ave	Local	Asphalt	20	329	37	768	91	63	60	Excellent	**90**
2488	7TH ST	20th Ave	21st Ave	Local	Asphalt	20	331	37	772	93	77	60	Excellent	**92**
2509	7TH ST	21st Ave	22nd Ave	Local	Asphalt	21	355	42	876	83	42	60	V Good	**83**
2542	7TH ST	23rd Ave	24th Ave	Local	Asphalt	39	319	69	1,453	100	70	60	Excellent	**98**
2564	7TH ST	24th Ave	25th Ave	Local	Asphalt	39	522	113	2,374	97	72	60	Excellent	**96**
3896	7TH ST	Stewart Ave	Vista Ave	Local	Asphalt	24	654	85	1,794	82	59	60	V Good	**82**
2668	7TH ST	Vista Ave	Preston Ave	Local	Asphalt	24	659	88	1,846	100	62	60	Excellent	**99**
2728	7TH ST	Pres	Park Ave	Local	Asphalt	24	644	86	1,805	73	73	60	V Good	**72**
3908	7TH ST	Park Ave	Warner Ave	Local	Asphalt	25	657	91	1,906	86	70	60	Excellent	**86**
3278	7TH ST	Warner Ave	Linden Ave	Collector	Asphalt	29	665	106	2,236	78	72	60	V Good	**77**
3939	7TH ST	Linden Ave	Bryden Ave	Collector	Asphalt	31	655	113	2,365	58	52	60	Fair	**57**
3871	7TH ST	Bryden Ave	Bryden Dr	Collector	Asphalt	34	334	62	1,304	77	53	30	V Good	**76**
3872	7TH ST	Bryden Dr	Airway Ave	Collector	Asphalt	34	325	61	1,271	79	60	30	V Good	**79**
3873	7TH ST	Airway Ave	Airway Dr	Collector	Asphalt	34	260	48	1,014	83	65	60	V Good	**83**
2845	7TH ST	Airway Dr	Burrell Ave	Collector	Asphalt	33	405	73	1,543	81	60	60	V Good	**80**
3932	7TH ST	Burrell Ave	Cedar Ave	Collector	Asphalt	24	658	87	1,822	46	49	60	Marginal	**45**
2910	7TH ST	Cedar Ave	Grelle Ave	Collector	Asphalt	28	658	103	2,162	51	54	60	Fair	**50**
3010	7TH ST	Grelle Ave	3700	Collector	Asphalt	23	1,502	196	4,113	63	63	60	Good	**62**
3034	7TH ST	3700	Airpointe Pl	Collector	Asphalt	25	845	117	2,447	75	67	60	V Good	**74**
2704	7TH ST C	Vista Ave	Preston Ave	Local	Asphalt	23	651	84	1,772	93	65	60	Excellent	**92**
2863	7TH ST D	Airway Ave	3520	Local	Asphalt	41	231	53	1,109	87	72	60	Excellent	**86**
2878	7TH ST D	3431	Burrell Ave	Local	Asphalt	41	254	58	1,213	89	61	60	Excellent	**89**
2880	7TH ST E	Airway Ave	Burrell Ave	Local	Asphalt	25	661	93	1,944	88	60	60	Excellent	**87**
2912	7TH ST E	Burrell Ave	Cedar Ave	Local	Asphalt	37	681	138	2,900	100	67	60	Excellent	**98**
2529	7TH STREET CT	2200	23rd Ave	Local	Asphalt	19	303	32	672	97	59	60	Excellent	**96**
1935	8TH AVE	Prospect Ave	3rd St	Local	Asphalt	35	325	63	1,328	81	63	60	V Good	**80**
1937	8TH AVE	3rd St	EEOR	Local	Asphalt	56	258	80	1,689	93	46	60	Excellent	**92**
1940	8TH AVE	6th St	7th St	Local	Asphalt	40	349	78	1,628	92	54	60	Excellent	**91**
1942	8TH AVE	7th St	8th St	Local	Asphalt	40	374	83	1,747	97	46	60	Excellent	**96**
1944	8TH AVE	8th St	9th St	Local	Asphalt	30	379	63	1,327	96	56	60	Excellent	**95**
1946	8TH AVE	9th St	10th St	Local	Asphalt	30	386	64	1,352	85	63	60	V Good	**84**
1948	8TH AVE	10th St	11th St	Local	Asphalt	30	377	63	1,320	92	53	60	Excellent	**91**
1953	8TH AVE	11th St	12th St	Local	Asphalt	30	381	64	1,352	97	69	60	Excellent	**96**
1955	8TH AVE	12th St	13th St	Local	Asphalt	37	181	37	772	87	52	60	Excellent	**87**
3475	8TH AVE	13th St	13th St	Local	Asphalt	39	197	42	887	84	41	60	V Good	**83**
1961	8TH AVE	13th St	14th St	Local	Asphalt	27	380	56	1,177	84	56	60	V Good	**83**
1964	8TH AVE	14th St	15th St	Local	Asphalt	16	363	32	678	94	66	60	Excellent	**93**
1979	8TH AVE	15th St	16th St	Local	Asphalt	14	404	32	674	90	57	60	Excellent	**89**

City of Lewiston, ID
Street Inventory and Condition Summary - Sorted by Street Name

GISID	On Street	From Street	To Street	FunCL	Pavetype	Pavement Width (ft)	Pavement Length (ft)	Add Area (yd2)	Pavement Area (yd2)	Condition Summary: Surface Distress Index (SDI)	Roughness Index (RI)	Structural Index (SI)	Condition Rating	Current Segment PCI (CPCI)
1976	8TH AVE	16th St	1700	Local	Asphalt	16	345	30	625	86	66	60	Excellent	**86**
1950	8TH AVE	1700	8th Ave Blvd	Local	Asphalt	15	584	49	1,021	95	54	60	Excellent	**94**
1973	8TH AVE	19th St	20th St	Local	Asphalt	32	371	66	1,387	80	47	60	V Good	**80**
3711	8TH AVE	20th St	20th St	Local	Asphalt	37	29	6	123	88	41	60	Excellent	**87**
1974	8TH AVE	20th St	21st St	Local	Asphalt	37	348	71	1,489	98	40	60	Excellent	**96**
1962	8TH AVE	21st St	2200	Local	Asphalt	37	373	77	1,608	49	35	60	Marginal	**48**
1965	8TH AVE	2200	2300	Local	Asphalt	36	379	76	1,598	79	56	60	V Good	**79**
1966	8TH AVE	2300	24th St	Local	Asphalt	38	331	69	1,454	86	66	60	Excellent	**86**
1969	8TH AVE	24th St	2500	Local	Asphalt	36	256	52	1,083	79	48	30	V Good	**78**
1968	8TH AVE	2500	26th St	Local	Asphalt	28	334	51	1,073	100	54	60	Excellent	**99**
1952	8TH AVE	26th St	27th St	Local	Asphalt	30	326	54	1,139	99	60	60	Excellent	**97**
1956	8TH AVE	27th St	2800	Local	Asphalt	33	288	52	1,093	98	58	60	Excellent	**97**
1959	8TH AVE	2800	29th St	Local	Asphalt	30	359	60	1,255	98	57	60	Excellent	**97**
1967	8TH AVE BLVD	8th Ave	14th St	Local	Asphalt	27	382	56	1,180	84	63	60	V Good	**84**
1970	8TH AVE BLVD	14th St	15th St	Local	Asphalt	25	384	53	1,103	91	67	60	Excellent	**91**
1981	8TH AVE BLVD	15th St	16th St	Local	Asphalt	25	378	52	1,087	92	59	60	Excellent	**91**
1980	8TH AVE BLVD	16th St	1700	Local	Asphalt	22	348	43	893	91	65	60	Excellent	**90**
3735	8TH AVE BLVD	8th Ave	9th Ave	Local	Asphalt	20	448	50	1,045	90	70	60	Excellent	**89**
2017	8TH AVE BLVD	1700	8th Ave	Local	Asphalt	21	544	65	1,362	92	62	60	Excellent	**91**
3710	8TH AVE BLVD	18th St	Upper 7th Ave	Local	Asphalt	30	285	48	1,013	94	59	60	Excellent	**93**
1978	8TH AVE BLVD	Upper 7th Ave	1920	Local	Asphalt	18	330	34	707	87	50	60	Excellent	**86**
1929	8TH AVE BLVD	1900	20th St	Local	Asphalt	19	320	34	710	94	56	60	Excellent	**93**
1470	8TH AVE N	28th St N	29th St N	Local	Asphalt	27	475	71	1,496	99	79	60	Excellent	**98**
1637	8TH ST	Main St	D St	Local	Asphalt	32	333	59	1,245	43	24	80	Marginal	**41**
1896	8TH ST	6th Ave	7th Ave	Arterial	Asphalt	47	376	98	2,064	77	61	30	V Good	**76**
1941	8TH ST	7th Ave	8th Ave	Arterial	Asphalt	50	393	110	2,306	69	77	30	Good	**67**
1996	8TH ST	8th Ave	9th Ave	Arterial	Asphalt	61	379	128	2,696	67	74	30	Good	**65**
2043	8TH ST	9th Ave	10th Ave	Arterial	Asphalt	57	381	121	2,531	71	81	30	V Good	**70**
2083	8TH ST	10th Ave	11th Ave	Arterial	Asphalt	60	371	123	2,585	75	79	30	V Good	**74**
2126	8TH ST	11th Ave	12th Ave	Arterial	Asphalt	61	302	102	2,139	70	71	30	Good	**68**
2162	8TH ST	12th Ave	13th Ave	Arterial	Asphalt	60	302	101	2,117	69	83	30	Good	**67**
2200	8TH ST	13th Ave	14th Ave	Arterial	Asphalt	60	299	100	2,100	68	72	30	Good	**66**
2251	8TH ST	14th Ave	N St	Arterial	Asphalt	68	410	154	3,235	72	71	30	V Good	**71**
4160	8TH ST	N St	15th Ave	Arterial	Asphalt	57	203	64	1,341	78	65	30	V Good	**77**
2309	8TH ST	15th Ave	16th Ave	Arterial	Asphalt	59	380	125	2,624	70	56	30	V Good	**69**
2361	8TH ST	16th Ave	17th Ave	Arterial	Asphalt	64	379	135	2,832	76	68	30	V Good	**75**
2402	8TH ST	17th Ave	18th Ave	Arterial	Asphalt	55	378	115	2,424	78	66	60	V Good	**77**
2447	8TH ST	18th Ave	1900	Arterial	Asphalt	30	421	71	1,491	65	58	60	Good	**64**
2471	8TH ST	1900	2000	Arterial	Asphalt	32	372	65	1,375	60	64	60	Good	**59**
2491	8TH ST	2000	21st Ave	Arterial	Asphalt	34	555	103	2,170	62	61	30	Good	**60**
3246	8TH ST	21st Ave	2200	Arterial	Asphalt	36	300	59	1,243	58	60	60	Fair	**56**
3247	8TH ST	2200	2300	Arterial	Asphalt	36	255	50	1,056	58	70	60	Fair	**56**
2539	8TH ST	2300	2400	Arterial	Asphalt	36	397	78	1,643	57	72	60	Fair	**56**

GISID	On Street	From Street	To Street	FunCL	Pavetype	Pavement Width (ft)	Pavement Length (ft)	Add Area (yd2)	Pavement Area (yd2)	Condition Summary: Surface Distress Index (SDI)	Roughness Index (RI)	Structural Index (SI)	Condition Rating	Current Segment PCI (CPCI)
2560	8TH ST	2400	25th Ave	Arterial	Asphalt	36	441	87	1,832	57	71	30	Fair	**56**
4468	8TH ST	25th Ave	25th Ave	Arterial	Asphalt	42	43	10	211	66	66	60	Good	**65**
2580	8TH ST	25th Ave	Mayfair Ct	Arterial	Asphalt	51	293	82	1,727	69	76	30	Good	**67**
2604	8TH ST	Mayfair Ct	Vineyard Dr	Arterial	Asphalt	56	374	116	2,444	82	80	60	V Good	**81**
2610	8TH ST	26th Ave	Bryden Canyon Offramp 1 W	Arterial	Asphalt	63	330	114	2,404	79	67	30	V Good	**78**
3760	8TH ST	Bryden Canyon Offramp 1 W	Bryden Canyon Rd	Arterial	Concrete	58	144	47	978	100	45	60	Excellent	**99**
3759	8TH ST	Bryden Canyon Rd	Bryden Canyon Onramp 1 E	Arterial	Concrete	58	172	56	1,171	100	46	60	Excellent	**99**
3331	8TH ST	Bryden Canyon Onramp 1 E	Valley Vista Blvd	Arterial	Asphalt	56	235	73	1,534	89	63	60	Excellent	**88**
3332	8TH ST	Valley Vista Blvd	3000	Arterial	Asphalt	56	167	52	1,092	75	50	30	V Good	**74**
2707	8TH ST	Stewart Ave	Vista Ave	Collector	Asphalt	23	664	83	1,744	76	57	60	V Good	**75**
3904	8TH ST	Vista Ave	Preston Ave	Collector	Asphalt	26	659	97	2,030	81	56	60	V Good	**80**
2729	8TH ST	Pres	n Ave To Park Ave	Collector	Asphalt	24	668	88	1,846	76	60	30	V Good	**75**
3910	8TH ST	Park Ave	Park Dr	Collector	Asphalt	26	316	46	973	72	60	30	V Good	**71**
3909	8TH ST	Park Dr	Warner Ave	Collector	Asphalt	24	337	45	943	77	63	30	V Good	**76**
3866	8TH ST	Warner Ave	Warner Dr	Collector	Asphalt	25	205	28	594	62	56	30	Good	**61**
3867	8TH ST	Warner Dr	Linden Ave	Collector	Asphalt	30	458	75	1,575	81	64	60	V Good	**80**
2765	8TH ST	Linden Dr	Bryden Ave	Collector	Asphalt	27	340	50	1,054	87	70	60	Excellent	**86**
2848	8TH ST	Bryden Ave	Airway Ave	Local	Asphalt	25	661	91	1,921	98	61	60	Excellent	**97**
3876	8TH ST	Airway Ave	Burrell Ave	Local	Asphalt	23	661	86	1,804	94	68	60	Excellent	**93**
3933	8TH ST	Cedar Ave	3621	Local	Asphalt	17	664	63	1,318	100	0	60	Excellent	**99**
1853	8TH ST	5th Ave	6th Ave	Arterial	Asphalt	47	391	102	2,144	68	65	60	Good	**67**
3865	8TH ST A	Linden Ave	Linden Dr	Collector	Asphalt	23	326	41	866	79	75	60	V Good	**79**
2800	8TH ST A	Linden Ave	Linden Dr	Local	Asphalt	40	327	72	1,505	86	65	60	Excellent	**85**
2709	8TH ST C	Vista Ave	Preston Ave	Local	Asphalt	32	660	118	2,488	92	63	60	Excellent	**92**
3935	8TH ST C	Burrell Ave	Cedar Ave	Local	Asphalt	50	657	182	3,831	94	58	60	Excellent	**93**
2916	8TH ST C	Cedar Ave	Grelle Ave	Local	Asphalt	36	659	132	2,780	54	49	30	Fair	**53**
2731	8TH ST E	NEOR	Park Ave	Local	Asphalt	43	471	113	2,365	88	77	60	Excellent	**88**
2740	8TH ST E	Park Ave	3320	Local	Asphalt	39	356	77	1,621	87	74	60	Excellent	**87**
2816	8TH ST E	Linden Ave	Bryden Ave	Local	Asphalt	34	661	123	2,583	78	73	60	V Good	**77**
3917	8TH ST E	Burrell Ave	Cedar Ave	Local	Asphalt	31	660	112	2,347	98	64	60	Excellent	**97**
2918	8TH ST E	Cedar Ave	Grelle Ave	Local	Asphalt	31	660	112	2,349	93	62	60	Excellent	**92**
3279	8TH ST F	Warner Ave	Linden Ave	Local	Asphalt	16	668	59	1,246	88	75	60	Excellent	**87**
3877	8TH ST F	Bryden Ave	Bryden Dr	Local	Asphalt	32	328	57	1,204	94	61	60	Excellent	**93**
2849	8TH ST F	Bryden Dr	Airway Ave	Local	Asphalt	20	333	37	778	99	65	60	Excellent	**97**
2913	8TH STREET	Burrell Ave	Cedar Ave	Local	Asphalt	20	664	74	1,550	99	64	60	Excellent	**97**
1987	9TH AVE	Prospect Ave	3rd St	Local	Asphalt	35	322	63	1,316	91	52	60	Excellent	**90**
1992	9TH AVE	3rd St	320	Local	Asphalt	52	261	76	1,588	94	39	60	Excellent	**93**
1995	9TH AVE	6th St	7th St	Local	Asphalt	39	345	75	1,568	100	48	60	Excellent	**99**
1997	9TH AVE	7th St	8th St	Local	Asphalt	40	384	85	1,790	100	48	60	Excellent	**99**
1999	9TH AVE	8th St	9th St	Local	Asphalt	30	372	62	1,302	95	73	60	Excellent	**94**
2001	9TH AVE	9th St	10th St	Local	Asphalt	30	383	64	1,342	94	80	60	Excellent	**93**
2005	9TH AVE	10th St	11th St	Local	Asphalt	30	384	64	1,343	86	62	60	Excellent	**85**
2007	9TH AVE	11th St	12th St	Local	Asphalt	47	388	100	2,107	8	11	60	V Poor	**7**

GISID	On Street	From Street	To Street	FunCL	Pavetype	Pavement Width (ft)	Pavement Length (ft)	Add Area (yd2)	Pavement Area (yd2)	Condition Summary: Surface Distress Index (SDI)	Roughness Index (RI)	Structural Index (SI)	Condition Rating	Current Segment PCI (CPCI)
2009	9TH AVE	12th St	13th St	Local	Asphalt	58	368	119	2,491	15	50	60	V Poor	**15**
2011	9TH AVE	13th St	14th St	Local	Asphalt	30	381	64	1,335	93	84	60	Excellent	**92**
2013	9TH AVE	14th St	15th St	Local	Asphalt	29	379	61	1,282	92	45	60	Excellent	**91**
2015	9TH AVE	15th St	16th St	Local	Asphalt	30	379	63	1,327	93	47	60	Excellent	**92**
2016	9TH AVE	16th St	8th Ave Blvd	Local	Asphalt	33	542	98	2,059	99	41	60	Excellent	**97**
4815	9TH AVE	8th Ave Blvd	18th St	Local	Asphalt	27	109	16	342	92	5	60	Excellent	**91**
2020	9TH AVE	18th St	19th St	Local	Asphalt	40	489	109	2,283	95	55	60	Excellent	**94**
2022	9TH AVE	19th St	20th St	Local	Asphalt	40	536	119	2,503	95	63	60	Excellent	**94**
2024	9TH AVE	20th St	21st St	Local	Asphalt	40	222	49	1,034	97	51	60	Excellent	**96**
2025	9TH AVE	21st St	2200	Local	Asphalt	35	401	78	1,639	91	62	60	Excellent	**91**
3714	9TH AVE	2134	Sunset Dr	Local	Asphalt	35	50	10	205	93	78	60	Excellent	**92**
3713	9TH AVE	Sunset Dr	2300	Local	Asphalt	35	133	26	545	90	62	60	Excellent	**89**
2026	9TH AVE	2217	2317	Local	Asphalt	35	145	28	594	97	55	60	Excellent	**95**
3217	9TH AVE	2300	24th St	Local	Asphalt	35	430	84	1,757	98	59	60	Excellent	**97**
2003	9TH AVE	24th St	2500	Local	Asphalt	35	275	53	1,122	97	58	60	Excellent	**95**
3218	9TH AVE	2500	26th St	Local	Asphalt	35	274	53	1,120	91	61	60	Excellent	**90**
1984	9TH AVE	26th St	2700	Local	Asphalt	35	283	55	1,156	86	68	60	Excellent	**86**
1988	9TH AVE	2700	2800	Local	Asphalt	35	334	65	1,365	89	71	60	Excellent	**88**
1990	9TH AVE	2800	29th St	Local	Asphalt	35	355	69	1,449	97	77	60	Excellent	**96**
1674	9TH ST	Main St	F St	Arterial	Asphalt	41	293	66	1,392	88	72	60	Excellent	**87**
1687	9TH ST	F St	Idaho St	Arterial	Asphalt	42	251	58	1,215	86	55	60	Excellent	**85**
3330	9TH ST	Idaho St	300	Arterial	Asphalt	38	331	69	1,453	82	61	60	V Good	**81**
1898	9TH ST	6th Ave	7th Ave	Local	Concrete	24	370	49	1,036	73	24	60	V Good	**73**
1943	9TH ST	7th Ave	8th Ave	Local	Asphalt	43	390	93	1,946	100	76	60	Excellent	**99**
1998	9TH ST	8th Ave	9th Ave	Local	Asphalt	30	380	63	1,331	99	67	60	Excellent	**97**
2045	9TH ST	9th Ave	10th Ave	Local	Asphalt	30	382	64	1,335	98	69	60	Excellent	**97**
2084	9TH ST	10th Ave	11th Ave	Local	Asphalt	30	368	61	1,287	99	74	60	Excellent	**98**
2130	9TH ST	11th Ave	12th Ave	Local	Asphalt	30	303	50	1,059	91	50	60	Excellent	**90**
2164	9TH ST	12th Ave	13th Ave	Local	Asphalt	30	301	50	1,053	84	44	60	V Good	**83**
2202	9TH ST	13th Ave	14th Ave	Local	Asphalt	40	300	67	1,400	98	57	60	Excellent	**97**
2311	9TH ST	16th Ave	NEOR (Alley)	Local	Asphalt	23	241	31	647	82	61	60	V Good	**82**
2365	9TH ST	16th Ave	17th Ave	Local	Asphalt	37	382	78	1,630	97	57	60	Excellent	**96**
2409	9TH ST	17th Ave	18th Ave	Local	Asphalt	38	378	80	1,675	95	67	60	Excellent	**94**
2435	9TH ST	18th Ave	1900	Local	Asphalt	19	236	25	523	68	47	60	Good	**68**
2673	9TH ST	Stewart Ave	Vista Ave	Local	Asphalt	24	672	88	1,851	90	70	60	Excellent	**90**
3899	9TH ST	Vista Ave	Thain Rd	Local	Asphalt	22	656	81	1,692	90	61	60	Excellent	**89**
2733	9TH ST	Thain Rd	Park Ave	Local	Asphalt	29	665	105	2,210	97	70	60	Excellent	**96**
3926	9TH ST	Park Ave	Warner Ave	Local	Asphalt	24	661	86	1,812	99	79	60	Excellent	**97**
2817	9TH ST	Warner Ave	Linden Ave	Local	Asphalt	24	670	89	1,859	96	71	60	Excellent	**95**
3931	9TH ST	Linden Ave	Bryden Ave	Local	Asphalt	22	660	81	1,710	97	68	60	Excellent	**96**
2851	9TH ST	Bryden Ave	Airway Ave	Local	Asphalt	24	660	87	1,833	99	64	60	Excellent	**97**
3880	9TH ST	Airway Ave	Airway Dr	Local	Asphalt	24	406	54	1,136	99	62	60	Excellent	**97**
3879	9TH ST	Airway Dr	Burrell Ave	Local	Asphalt	27	258	39	818	91	54	60	Excellent	**90**

GISID	On Street	From Street	To Street	FunCL	Pavetype	Pavement Width (ft)	Pavement Length (ft)	Add Area (yd2)	Pavement Area (yd2)	Condition Summary: Surface Distress Index (SDI)	Roughness Index (RI)	Structural Index (SI)	Condition Rating	Current Segment PCI (CPCI)
3290	9TH ST	Burrell Ave	Cedar Ave	Local	Asphalt	24	656	86	1,799	70	56	60	V Good	**69**
3888	9TH ST	Cedar Ave	Cedar Dr	Local	Asphalt	22	324	40	835	92	59	60	Excellent	**91**
3887	9TH ST	Cedar Dr	Grelle Ave	Local	Asphalt	24	339	45	948	92	63	60	Excellent	**91**
3013	9TH ST	Grelle Ave	Grelle Dr	Local	Asphalt	33	320	58	1,224	91	60	60	Excellent	**90**
3937	9TH ST	Grelle Dr	SEOR	Local	Asphalt	22	201	24	504	92	50	60	Excellent	**92**
3329	9TH ST	300	400	Arterial	Asphalt	38	336	70	1,476	80	68	30	V Good	**79**
1795	9TH ST	400	8th St	Arterial	Asphalt	38	423	88	1,858	90	69	60	Excellent	**89**
2881	9TH ST E	Burrell Ave	NEOR	Local	Asphalt	30	465	78	1,632	93	81	60	Excellent	**92**
1752	ADAMS LN	Idaho St	400	Local	Asphalt	27	335	50	1,056	92	76	60	Excellent	**91**
1777	ADAMS LN	400	500	Local	Asphalt	27	244	37	769	67	75	60	Good	**66**
4819	AIRPOINTE PL	7th St	SEOR	Local	Asphalt	28	685	107	2,237	99	93	60	Excellent	**97**
2853	AIRWAY AV	9th St	10th St 2	Local	Asphalt	18	1,339	133	2,802	82	59	60	V Good	**82**
2865	AIRWAY AV	13th St	14th St 1	Local	Asphalt	43	1,332	318	6,681	82	64	60	V Good	**82**
2866	AIRWAY AV	14th St	15th St 2	Local	Asphalt	17	1,321	122	2,553	74	58	60	V Good	**73**
2840	AIRWAY AVE	4th St D	5th St	Local	Asphalt	22	680	82	1,731	93	66	60	Excellent	**92**
2843	AIRWAY AVE	5th St	5th St E	Local	Asphalt	23	834	108	2,274	91	69	60	Excellent	**90**
3839	AIRWAY AVE	5th St E	6th St	Local	Asphalt	19	469	50	1,040	97	62	60	Excellent	**95**
2846	AIRWAY AVE	6th St	7th St	Local	Asphalt	24	1,336	179	3,757	80	69	60	V Good	**79**
3874	AIRWAY AVE	7th St	7th St D	Local	Asphalt	19	572	61	1,288	62	57	30	Good	**60**
3875	AIRWAY AVE	7th St D	7th St E	Local	Asphalt	19	235	25	527	79	72	60	V Good	**78**
2847	AIRWAY AVE	7th St E	8th St	Local	Asphalt	19	518	54	1,137	80	77	60	V Good	**79**
2850	AIRWAY AVE	8th St	8th St F	Local	Asphalt	18	1,012	102	2,138	85	72	60	Excellent	**85**
3878	AIRWAY AVE	8th St F	9th St	Local	Asphalt	18	334	33	700	86	68	60	Excellent	**86**
2856	AIRWAY AVE	10th St	11th St	Local	Asphalt	19	1,320	139	2,925	71	71	60	V Good	**70**
2858	AIRWAY AVE	11th St	11th St B	Local	Asphalt	25	335	46	961	88	57	60	Excellent	**88**
4011	AIRWAY AVE	11th St B	Thain Rd	Local	Asphalt	30	322	53	1,108	87	37	60	Excellent	**86**
2857	AIRWAY AVE	Thain Rd	12th St	Local	Asphalt	20	636	72	1,509	68	55	60	Good	**67**
3967	AIRWAY AVE	12th St	12th St C	Local	Asphalt	28	488	75	1,578	82	59	60	V Good	**81**
3286	AIRWAY AVE	12th St C	12th St F	Local	Asphalt	28	496	77	1,623	93	62	60	Excellent	**92**
3966	AIRWAY AVE	12th St F	13th St	Local	Asphalt	26	348	49	1,037	81	52	60	V Good	**81**
2868	AIRWAY AVE	15th St	16th St	Local	Asphalt	17	1,350	128	2,678	89	63	60	Excellent	**89**
2869	AIRWAY AVE	18th St	EEOR	Local	Asphalt	15	1,132	93	1,963	79	62	60	V Good	**78**
2870	AIRWAY DR	5th St	6th St	Local	Asphalt	24	1,295	172	3,616	92	68	60	Excellent	**91**
2871	AIRWAY DR	6th St	700	Local	Asphalt	30	951	161	3,372	86	72	60	Excellent	**86**
2872	AIRWAY DR	7th St	WEOR 3	Local	Asphalt	41	424	96	2,025	71	68	60	V Good	**70**
2874	AIRWAY DR	11th St B	1210	Local	Asphalt	50	306	84	1,774	93	70	60	Excellent	**93**
1513	ALBRIGHT GRADE	North-south Hwy	2100	Local	Asphalt	30	452	75	1,583	97	95	60	Excellent	**96**
3161	ALBRIGHT GRADE	2100	2200	Local	Asphalt	30	466	78	1,631	94	93	60	Excellent	**93**
1494	ALBRIGHT GRADE	2200	2300	Local	Asphalt	30	399	67	1,397	92	85	60	Excellent	**91**
1474	ALBRIGHT GRADE	2300	2400	Local	Asphalt	30	588	98	2,058	92	86	60	Excellent	**91**
1459	ALBRIGHT GRADE	2400	2500	Local	Asphalt	30	353	59	1,237	90	95	60	Excellent	**89**
1446	ALBRIGHT GRADE	2500	2600	Local	Asphalt	30	402	67	1,406	60	89	60	Good	**59**
1435	ALBRIGHT GRADE	2600	2700	Local	Asphalt	30	383	64	1,339	70	90	60	V Good	**69**

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1421	ALBRIGHT GRADE	2700	NEOR	Local	Asphalt	30	394	66	1,379	90	85	60	Excellent	**90**
1142	ALBRIGHT GRADE	2800	NEOR	Local	Asphalt	30	1,214	202	4,251	92	92	60	Excellent	**91**
2979	ALDER AVE	10th St	11th St	Local	Asphalt	16	1,288	115	2,419	75	55	60	V Good	**74**
2981	ALDER AVE	11th St	12th St	Local	Asphalt	18	1,318	131	2,752	78	54	30	V Good	**77**
2982	ALDER AVE	12th St	13th St	Local	Asphalt	17	1,322	125	2,621	89	47	60	Excellent	**89**
2984	ALDER AVE	13th St	Thain Rd	Local	Asphalt	16	640	57	1,195	78	54	30	V Good	**77**
2985	ALDER AVE	Thain Rd	14th St	Local	Asphalt	16	710	65	1,355	80	49	60	V Good	**80**
2988	ALDER AVE	14th St	15th St	Local	Asphalt	15	1,325	110	2,318	74	64	60	V Good	**74**
2989	ALDER AVE	15th St	16th St	Local	Asphalt	15	1,348	109	2,280	75	49	60	V Good	**74**
2990	ALDER AVE	16th St	17th St	Local	Asphalt	14	1,324	103	2,165	91	51	60	Excellent	**91**
2991	ALDER AVE	17th St	18th St	Local	Asphalt	12	1,344	90	1,882	91	66	60	Excellent	**90**
4072	ALDER AVE	18th St	18th St C	Local	Asphalt	23	496	63	1,316	91	52	60	Excellent	**90**
4073	ALDER AVE	18th St C	18th St E	Local	Asphalt	26	328	48	1,011	95	44	60	Excellent	**94**
3299	ALDER AVE	18th St E	19th St	Local	Asphalt	16	495	43	907	93	64	60	Excellent	**92**
2992	ALDER AVE	19th St	20th St	Local	Asphalt	15	1,323	112	2,343	62	58	30	Good	**61**
2994	ALDER AVE	20th St	21st St	Local	Asphalt	14	1,339	103	2,155	83	68	60	V Good	**83**
2996	ALDER AVE	2119	22nd St	Local	Asphalt	14	847	64	1,334	55	43	60	Fair	**54**
2999	ALDER AVE	22nd St	22nd St D	Local	Asphalt	12	651	43	912	61	48	60	Good	**60**
3007	ALDER CT	1828	19th St	Local	Asphalt	49	214	59	1,233	80	59	60	V Good	**80**
3002	ALDER DR	1022	11th St	Local	Asphalt	23	459	59	1,248	71	62	60	V Good	**70**
3003	ALDER DR	11th St	1200	Local	Asphalt	27	759	115	2,416	76	66	30	V Good	**75**
3005	ALDER DR	15th St	1600	Local	Asphalt	17	765	70	1,472	91	61	60	Excellent	**91**
3006	ALDER DR	19th St	2000	Local	Asphalt	42	592	139	2,924	96	58	60	Excellent	**95**
6371	ALLEY	1st/2nd Sts	15th/16th Aves	Collector	Asphalt	10	360	20	420	73	28	30	V Good	**72**
6383	ALLEY	19th St	1st St/2nd St	Alley	Asphalt	10	359	20	419	84	62	60	V Good	**83**
5659	ALLEY	2nd/3rd Sts	5th/16th Aves	Alley	Asphalt	10	268	15	313	80	8	60	V Good	**79**
7431	ALLEY	2nd/3rd Sts	7th/18th Aves	Alley	Asphalt	10	271	15	316	78	36	60	V Good	**77**
6347	ALLEY	3rd/4th Sts	3rd/4th Aves	Alley	Asphalt	10	445	25	519	75	13	60	V Good	**75**
7442	ALLEY	3rd/4th Sts	4th/5th Aves	Alley	Asphalt	10	364	20	424	79	52	60	V Good	**78**
7396	ALLEY	3rd/4th Sts	8th/9th Aves	Alley	Asphalt	10	324	18	378	73	69	60	V Good	**72**
7397	ALLEY	3rd/4th Sts	10th/11th Aves	Alley	Asphalt	10	324	18	378	72	43	60	V Good	**72**
7433	ALLEY	3rd/4th Sts	11th/12th Aves.	Alley	Asphalt	10	378	21	441	75	62	60	V Good	**75**
6372	ALLEY	3rd/4th Sts	15th/16th Aves	Alley	Asphalt	10	380	21	444	84	52	60	V Good	**84**
7430	ALLEY	3rd/4th Sts	16th/17th Aves	Alley	Asphalt	10	381	21	444	62	42	60	Good	**61**
5649	ALLEY	3rd/4th Sta	17th/18th Aves.	Alley	Asphalt	10	172	10	201	70	63	60	Good	**69**
7457	ALLEY	4th/5th Sts	1st/2nd Aves 2	Alley	Asphalt	10	164	9	192	47	0	60	Marginal	**46**
5668	ALLEY	4th/5th Sts	3rd/4th Aves 1	Alley	Asphalt	10	184	10	215	85	30	60	V Good	**84**
5669	ALLEY	4th/5th Sts	3rd/4th Aves 2	Alley	Asphalt	10	127	7	148	33	0	80	Poor	**32**
6381	ALLEY	4th/5th Sts	th/6th Aves	Alley	Asphalt	10	356	20	415	74	0	80	V Good	**73**
7456	ALLEY	4th/5th Sts	th/7th Aves	Alley	Asphalt	10	362	20	422	72	13	60	V Good	**72**
6374	ALLEY	4th/5th Sts	15th/16th Aves	Alley	Asphalt	10	372	21	433	77	60	60	V Good	**77**
5676	ALLEY	St Johns Way/6th St	3rd/4th Aves	Alley	Asphalt	10	251	14	292	34	1	60	Poor	**33**
5670	ALLEY	5th/6th Sts	4th/5th Aves	Alley	Asphalt	10	401	22	468	80	12	60	V Good	**79**

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7443	ALLEY	5th/6th Sts	5th/6th Aves	Alley	Asphalt	10	415	23	485	63	38	60	Good	**62**
5671	ALLEY	5th/6th Sts	6th/7th Aves	Alley	Asphalt	10	407	23	474	78	8	60	V Good	**78**
7432	ALLEY	5th/6th Sts	17th/18th Aves	Alley	Asphalt	10	654	36	763	74	60	60	V Good	**73**
5672	ALLEY	New 6th St/9th St	Main St/F St	Alley	Concrete	16	467	42	872	43	9	60	Marginal	**42**
7444	ALLEY	6th/7th Sts	5th/6th Aves	Alley	Asphalt	10	474	26	553	74	4	30	V Good	**73**
7445	ALLEY	6th/7th Sts	6th/7th Aves	Alley	Asphalt	10	464	26	542	64	0	60	Good	**63**
7420	ALLEY	6th/7th Sts	7th/8th Aves	Alley	Asphalt	10	368	20	430	60	3	60	Good	**59**
7422	ALLEY	6th/7th Sts	9th/10th Aves.	Collector	Asphalt	10	336	19	392	53	0	60	Fair	**51**
7455	ALLEY	7th/8th Sts	5th/6th Aves	Alley	Asphalt	10	332	18	388	77	41	60	V Good	**76**
7421	ALLEY	7th/8th Sts	8th/9th Aves	Alley	Asphalt	10	340	19	396	67	11	60	Good	**66**
7423	ALLEY	7th/8th Sts	10th/11th Aves	Alley	Asphalt	10	345	19	403	77	0	60	V Good	**76**
5657	ALLEY	7th/8th Sts	13th/14th Aves	Alley	Asphalt	11	281	17	360	68	44	60	Good	**67**
5658	ALLEY	7th/8th Sts	14th Ave/N St	Alley	Asphalt	11	376	23	482	42	39	60	Marginal	**41**
5653	ALLEY	7th/8th Sts	16th/17th Aves	Alley	Asphalt	21	372	43	912	65	35	60	Good	**64**
6367	ALLEY	7th/8th Sts	17th/18th Aves	Alley	Asphalt	10	165	9	193	95	51	60	Excellent	**94**
5691	ALLEY	7th/8th Sts	17th/18th Aves	Alley	Asphalt	10	187	10	218	25	54	60	Poor	**24**
7424	ALLEY	8th/9th Sts	6th/7th Aves.	Alley	Asphalt	10	320	18	374	85	7	60	V Good	**84**
6348	ALLEY	8th/9th Sts	7th/8th Aves.	Alley	Asphalt	10	350	19	409	92	51	60	Excellent	**91**
7425	ALLEY	8th/9th Sts	8th/9th Aves. 1	Alley	Asphalt	17	104	10	206	56	0	60	Fair	**55**
6352	ALLEY	8th/9th Sts	9th/10th Aves	Alley	Asphalt	10	342	19	399	73	11	60	V Good	**73**
6353	ALLEY	8th/9th Sts	10th/11th Aves	Alley	Asphalt	10	346	19	403	59	0	60	Fair	**58**
7449	ALLEY	8th/9th Sts	11th/12th Aves	Alley	Asphalt	10	278	15	324	75	0	60	V Good	**74**
6373	ALLEY	8th/9th Sts	2th/13th Aves	Alley	Asphalt	10	277	15	323	82	3	60	V Good	**82**
7450	ALLEY	8th/9th Sts	13th/14th Aves 1	Alley	Asphalt	10	271	15	316	81	14	60	V Good	**80**
6382	ALLEY	8th/9th Sts (EOR)	13th/14th Aves 2	Alley	Asphalt	10	155	9	181	99	9	60	Excellent	**98**
6366	ALLEY	8th/9th Sts	6th/17th Aves	Alley	Asphalt	10	379	21	442	90	68	60	Excellent	**90**
6349	ALLEY	9th/10th Sts	7th/8th Aves	Alley	Asphalt	10	359	20	419	92	51	60	Excellent	**91**
6351	ALLEY	9th/10th Sts	8th/9th Aves	Alley	Asphalt	10	354	20	413	92	41	60	Excellent	**91**
7434	ALLEY	9th/10th Sts	9th/10th Aves	Alley	Asphalt	10	351	20	410	77	51	60	V Good	**77**
7451	ALLEY	9th/10th Sts	13th Ave South to EOR	Alley	Asphalt	10	130	7	151	100	16	60	Excellent	**99**
5662	ALLEY	9th/10th Sts	14th Ave/N St	Alley	Asphalt	10	367	20	428	62	57	60	Good	**61**
6350	ALLEY	10th/11th Sts	7th/8th Aves (EOR)	Alley	Asphalt	10	394	22	460	83	52	60	V Good	**83**
5642	ALLEY	10th/11th Sts	8th/9th Aves	Alley	Asphalt	10	356	20	415	52	21	60	Fair	**51**
5665	ALLEY	10th/11th Sts	13th/1th Aves	Alley	Asphalt	10	264	15	308	47	0	60	Marginal	**46**
5663	ALLEY	10th/11th Sts	14th Ave/N St	Alley	Asphalt	10	377	21	440	85	36	60	Excellent	**85**
5673	ALLEY	10th/11th Sts	17th/18th Aves	Alley	Asphalt	10	387	22	452	77	25	60	V Good	**76**
7458	ALLEY	11th/12th Sts	F St/Idaho St	Alley	Asphalt	30	337	56	1,181	19	9	60	V Poor	**18**
5689	ALLEY	11th/Adams Sts	Idaho St to SEOR 1	Alley	Asphalt	10	135	7	157	40	0	80	Marginal	**39**
7435	ALLEY	11th/12th Sts	8th/9th Aves	Alley	Asphalt	10	354	20	413	68	0	60	Good	**67**
7426	ALLEY	11th/12th Sts	10th/11th Aves	Alley	Asphalt	10	354	20	413	71	50	60	V Good	**70**
6378	ALLEY	11th/12th Sts	12th/14th Aves	Alley	Asphalt	10	633	35	739	73	52	30	V Good	**73**
7453	ALLEY	11th/12th Sts	14th Ave/N St	Alley	Asphalt	10	635	35	741	74	55	30	V Good	**74**
5667	ALLEY	11th/12th Sts	16th/17th Aves	Alley	Asphalt	10	343	19	400	90	45	60	Excellent	**90**

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5674	ALLEY	11th/12th Sts	17th/18th Aves	Alley	Asphalt	10	380	21	444	86	45	60	Excellent	**86**
7452	ALLEY	12th/14th Sts	12th/14th Aves	Alley	Asphalt	13	629	45	954	43	29	60	Marginal	**42**
5675	ALLEY	12th/13th Sts	17th/18th Aves	Alley	Asphalt	10	379	21	442	52	27	60	Fair	**51**
5643	ALLEY	13th/14th Sts	10th/11th Aves	Alley	Asphalt	10	362	20	422	85	52	60	Excellent	**84**
7460	ALLEY	13th St to EEOR	7th/8th Aves 1	Alley	Asphalt	10	159	9	186	90	0	60	Excellent	**89**
6354	ALLEY	14th/15th Sts	7th/8th Aves	Alley	Asphalt	10	358	20	418	92	49	60	Excellent	**91**
7436	ALLEY	14th/15th Sts	8th/9th Aves	Alley	Asphalt	10	358	20	418	52	0	60	Fair	**51**
7427	ALLEY	14th/15th Sts	9th/10th Aves	Alley	Asphalt	10	355	20	414	93	30	60	Excellent	**93**
7428	ALLEY	14th/15th Sts	10th/11th Aves	Alley	Asphalt	10	359	20	419	80	55	60	V Good	**79**
5647	ALLEY	14th/15th Sts	15th/16th Aves	Alley	Asphalt	10	344	19	402	57	20	60	Fair	**56**
6361	ALLEY	14th/15th Sts	16th/17th Aves	Alley	Asphalt	10	345	19	403	96	30	60	Excellent	**95**
6355	ALLEY	15th/16th Sts	8th/9th Aves	Alley	Asphalt	10	351	20	410	60	5	60	Fair	**59**
5648	ALLEY	15th/16th Sts	14th/15th Aves	Alley	Asphalt	10	349	19	407	61	19	60	Good	**60**
6387	ALLEY	17th/18th Sts	G/Idaho Sts	Alley	Asphalt	10	352	20	411	33	7	60	Poor	**32**
6357	ALLEY	17th/18th Sts	10th/11th Aves	Alley	Asphalt	10	333	18	388	91	25	60	Excellent	**90**
5684	ALLEY	17th/18th Sts	11th/12th Aves 2	Alley	Asphalt	10	163	9	190	72	11	60	V Good	**71**
6364	ALLEY	17th/18th Sts	14th/15th Aves	Alley	Asphalt	10	345	19	403	90	18	60	Excellent	**89**
5650	ALLEY	17th/18th Sts	15th/16th Aves	Alley	Asphalt	10	352	20	411	85	63	60	Excellent	**85**
6379	ALLEY	17th/18th Sts	18th/19th Aves	Alley	Asphalt	10	356	20	415	71	55	30	V Good	**70**
5644	ALLEY	18th/19th Sts	10th/11th Aves	Alley	Asphalt	10	346	19	404	84	53	60	V Good	**84**
5651	ALLEY	18th/19th Sts	11th/12th Aves 1	Alley	Asphalt	10	380	21	443	85	45	60	V Good	**84**
5652	ALLEY	18th/19th Sts	12th/13th Aves	Alley	Asphalt	10	380	21	444	76	40	30	V Good	**76**
6365	ALLEY	18th/19th Sts	16th/17th Aves	Alley	Asphalt	10	394	22	460	86	53	60	Excellent	**86**
7446	ALLEY	18th St/Sunrise Terrace Ln	Imnaha Ln/Clearview Pt. Dr.	Alley	Asphalt	24	831	111	2,328	73	82	60	V Good	**72**
5677	ALLEY	19th/21st Sts	G/Idaho Sts (EOR)	Alley	Asphalt	23	267	34	715	35	0	60	Poor	**34**
5678	ALLEY	19th/21st Sts	Idaho St/7th Ave (EOR)	Alley	Asphalt	10	99	5	115	79	0	60	V Good	**78**
5645	ALLEY	19th/20th Sts	10th/11th Aves	Alley	Asphalt	10	176	10	205	76	0	60	V Good	**76**
7440	ALLEY	19th/20th Sts	11th/12th Aves	Alley	Asphalt	10	346	19	404	90	41	60	Excellent	**89**
7459	ALLEY	19th/20th Sts	12th/13th Aves	Alley	Asphalt	10	230	13	268	82	8	60	V Good	**81**
6369	ALLEY	19th/20th Sts	14th/15th Aves	Alley	Asphalt	11	349	21	448	84	54	60	V Good	**83**
6368	ALLEY	19th/20th Sts	15th/16th Aves	Alley	Asphalt	12	345	23	483	47	9	60	Marginal	**46**
6358	ALLEY	20th/21st Sts	7th/8th Aves	Alley	Asphalt	14	447	35	730	70	7	60	V Good	**69**
5654	ALLEY	20th/21st Sts	13th/14th Aves	Alley	Asphalt	10	321	18	374	50	0	60	Marginal	**49**
5655	ALLEY	20th/21st Sts	15th/16th Aves	Alley	Asphalt	12	315	21	441	61	25	60	Good	**60**
7438	ALLEY	21st/23rd Sts	11th/12th Aves	Alley	Asphalt	10	724	40	845	84	6	60	V Good	**83**
5683	ALLEY	21st/23rd Sts	13th/14th Aves (EOR)	Alley	Asphalt	10	217	12	253	77	10	60	V Good	**77**
7429	ALLEY	23rd/24th Sts	11th/12th Aves	Alley	Asphalt	10	348	19	406	64	47	60	Good	**63**
7439	ALLEY	23rd/24th Sts	12th/13th Aves	Alley	Asphalt	10	351	20	410	76	28	60	V Good	**75**
6360	ALLEY	23rd/24th Sts	13th/14th Aves	Alley	Asphalt	10	356	20	415	84	44	60	V Good	**83**
6359	ALLEY	24th St/East to Sunset	12th/13th Aves	Alley	Asphalt	10	305	17	355	60	40	60	Fair	**59**
7437	ALLEY	27th/28th Sts	Clearwater Ave/E Main St	Alley	Asphalt	10	447	25	521	84	73	60	V Good	**83**
5698	ALLEY	4th Ave.	29th St	Alley	Asphalt	11	837	51	1,074	59	48	60	Fair	**58**
5646	ALLEY	28th/29th Sts	Clearwater Ave/E Main St	Alley	Asphalt	10	201	11	235	81	6	60	V Good	**81**

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7447	ALLEY	30th/Silcott St	4th/5th Aves.	Alley	Asphalt	10	335	19	390	91	63	60	Excellent	**90**
7419	ALLEY	Prospect Av/3rd St	2nd/3rd Aves	Alley	Asphalt	10	421	23	491	84	16	60	V Good	**83**
6380	ALLEY	Prospect Av/3rd St	4th/5th Aves	Alley	Asphalt	10	355	20	414	89	9	60	Excellent	**88**
7454	ALLEY	Prospect Av/3rd St	5th/6th Aves	Alley	Asphalt	10	345	19	403	79	0	60	V Good	**79**
6370	ALLEY	Prospect Av/2nd St	13th/14th Aves	Alley	Asphalt	10	329	18	384	70	65	60	Good	**69**
7441	ALLEY	Prospect Av/2nd St	14th/15th Aves	Alley	Asphalt	10	493	27	575	68	0	60	Good	**67**
5656	ALLEY	Prospect Av/1st St	15th/16th Aves	Alley	Asphalt	10	281	16	328	83	0	60	V Good	**82**
5660	ALLEY	Prospect Ave/1st St	16th/17th Aves 1	Alley	Asphalt	10	169	9	197	87	9	60	Excellent	**86**
5661	ALLEY	Prospect Ave/1st St	16th/17th Aves 2	Alley	Asphalt	10	395	22	461	78	19	60	V Good	**77**
5664	ALLEY	Prospect Av/1st St	17th/18th Aves 1	Alley	Asphalt	10	340	19	396	75	15	30	V Good	**74**
6375	ALLEY	Prospect Av/1st St	17th/18th Aves 2	Alley	Asphalt	10	310	17	362	85	52	60	Excellent	**85**
6376	ALLEY	Prospect Av/1st St	18th/19th Aves	Alley	Asphalt	10	553	31	645	88	13	60	Excellent	**87**
7476	ALLEY	Temple Ln/9th St	D/Main Sts	Alley	Asphalt	16	215	19	401	66	0	60	Good	**66**
5688	ALLEY	16th/17th Sts	7th Ave/Idaho St	Alley	Asphalt	10	540	30	630	85	44	60	V Good	**84**
6356	ALLEY	16th St/8th Ave Blvd	8th/9th Aves	Alley	Asphalt	10	457	25	533	87	51	60	Excellent	**86**
6363	ALLEY	16th/17th Sts	15th/16th Aves	Alley	Asphalt	10	340	19	396	40	38	60	Poor	**39**
6362	ALLEY	16th/17th Sts	16th/17th Aves	Alley	Asphalt	14	345	27	563	81	37	60	V Good	**80**
5666	ALLEY	16th/17th Sts	17th/18th Aves.	Alley	Asphalt	10	383	21	447	88	55	60	Excellent	**88**
6377	ALLEY	16th/17th Sts	19th/20th Aves.	Alley	Asphalt	10	380	21	444	77	11	60	V Good	**76**
6384	ALLEY	Expedition Way	EEOR	Alley	Asphalt	25	207	29	600	65	76	60	Good	**65**
6385	ALLEY	A3451400	SEOR	Alley	Asphalt	10	105	6	122	48	88	60	Marginal	**47**
6386	ALLEY	Expedition Way	WEOR	Alley	Asphalt	20	133	15	311	94	1	60	Excellent	**93**
4907	ALLEY	Parkridge Dr	18th St	Alley	Asphalt	24	634	85	1,776	92	88	60	Excellent	**91**
4956	ALLEY	Hidden Valley Lp (north)	NEOP	Alley	Asphalt	25	806	112	2,351	99	75	60	Excellent	**98**
4959	APPALOOSA DR	Canyon Crest Dr	18th St	Local	Asphalt	32	389	68	1,429	100	77	60	Excellent	**99**
4958	APPALOOSA DR	WEOR	Canyon Crest Dr	Local	Asphalt	32	284	50	1,042	98	73	60	Excellent	**97**
2617	BAILEY DR	Vineyard Ave	Stewart Ave	Local	Asphalt	22	773	95	1,986	85	57	60	Excellent	**85**
3758	BAILEY DR	Stewart Ave	Stewart Ave	Local	Asphalt	26	122	18	370	57	38	30	Fair	**56**
2621	BAILEY DR	Stewart Ave	EOR	Local	Asphalt	32	314	56	1,179	84	39	60	V Good	**84**
3097	BARR ST	Ripon Ave	Barr Rd	Arterial	Asphalt	24	1,763	235	4,937	52	57	60	Fair	**50**
1551	BEACHEY ST	1st St	2nd St	Local	Asphalt	23	257	33	703	80	38	60	V Good	**79**
1552	BEACHEY ST	2nd St	3rd St	Local	Asphalt	28	276	43	903	91	66	60	Excellent	**90**
1555	BEACHEY ST	3rd St	4th St	Local	Asphalt	32	285	51	1,071	92	57	60	Excellent	**91**
1557	BEACHEY ST	4th St	5th St	Local	Asphalt	31	278	48	1,004	81	60	60	V Good	**81**
4034	BIRCH AVE	11th St	11th St C	Local	Asphalt	13	471	34	712	79	46	60	V Good	**79**
3045	BIRCH AVE	11th St C	11th St E	Local	Asphalt	14	322	26	537	69	38	60	Good	**68**
4033	BIRCH AVE	11th St E	1200	Local	Asphalt	14	157	12	250	85	52	60	Excellent	**85**
3047	BIRCH AVE	1200	13th St	Local	Asphalt	15	688	57	1,205	89	47	60	Excellent	**88**
3050	BIRCH AVE	13th St	14th St	Local	Asphalt	16	1,688	149	3,126	89	67	60	Excellent	**88**
4027	BIRCH AVE	14th St	14th St C	Local	Asphalt	23	496	64	1,345	89	60	60	Excellent	**89**
4026	BIRCH AVE	14th St C	14th St E	Local	Asphalt	24	341	46	957	89	65	60	Excellent	**88**
3302	BIRCH AVE	14th St E	15th St	Local	Asphalt	20	482	54	1,138	89	71	60	Excellent	**89**
3055	BIRCH AVE	15th St	16th St	Local	Asphalt	22	1,357	165	3,463	99	52	60	Excellent	**97**

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3057	BIRCH AVE	16th St	16th St E	Local	Asphalt	13	826	57	1,204	100	54	60	Excellent	**99**
4065	BIRCH AVE	16th St E	17th St	Local	Asphalt	13	494	34	721	95	47	60	Excellent	**94**
4067	BIRCH AVE	17th St	17th St B	Local	Asphalt	16	286	25	533	86	79	60	Excellent	**86**
3059	BIRCH AVE	17th St B	18th St	Local	Asphalt	14	1,066	86	1,800	91	75	60	Excellent	**90**
3322	BIRCH AVE	18th St B	19th St	Local	Asphalt	31	1,018	172	3,622	95	81	60	Excellent	**94**
3054	BIRCH AVE	19th St	20th St	Local	Asphalt	32	1,323	235	4,940	95	86	60	Excellent	**94**
3060	BIRCH AVE	20th St	21st St	Local	Asphalt	25	1,326	187	3,931	85	67	60	V Good	**84**
3304	BIRCH AVE	21st St	21st St E	Local	Asphalt	17	820	79	1,667	83	57	60	V Good	**83**
4125	BIRCH AVE	21st St E	22nd St	Local	Asphalt	16	486	43	912	35	53	60	Poor	**34**
3063	BIRCH CT	18th St B	19th St	Local	Asphalt	33	1,069	195	4,100	80	76	60	V Good	**80**
3062	BIRCH CT	19th St	20th St	Local	Asphalt	33	1,318	242	5,072	92	74	60	Excellent	**91**
3066	BIRCH DR	16th St	1700	Local	Asphalt	21	491	56	1,184	71	54	30	V Good	**70**
3067	BIRCH DR	18th St	18th St B	Local	Asphalt	34	248	46	968	100	64	60	Excellent	**98**
3070	BIRCH DR	19th St	2000	Local	Asphalt	39	891	192	4,040	100	71	60	Excellent	**98**
3071	BIRCH DR	19th St	EEOR 2	Local	Asphalt	34	1,028	191	4,019	90	75	60	Excellent	**89**
3065	BIRCH DR	20th St	2100	Local	Asphalt	36	649	131	2,756	85	85	60	Excellent	**85**
2977	BIRDIE CT	Fairway Dr	4127	Local	Asphalt	57	166	53	1,105	81	10	60	V Good	**80**
2742	BLUEBIRD CIR	Echo Hills Dr	3500	Local	Asphalt	55	291	89	1,875	96	60	60	Excellent	**95**
2452	BROADVIEW DR	13th St	1900	Local	Asphalt	38	297	63	1,316	89	64	60	Excellent	**88**
2476	BROADVIEW DR	1900	2000	Local	Asphalt	36	362	72	1,511	92	66	60	Excellent	**92**
2503	BROADVIEW DR	2000	21st Ave	Local	Asphalt	34	420	79	1,666	98	73	60	Excellent	**97**
2520	BROADVIEW DR	21st Ave	2200	Local	Asphalt	43	334	81	1,693	87	62	60	Excellent	**86**
2809	BRYDEN AVE	4th St	4th St D	Arterial	Asphalt	56	632	198	4,149	58	71	60	Fair	**57**
3830	BRYDEN AVE	4th St D	5th St	Arterial	Asphalt	42	689	162	3,398	60	70	60	Good	**59**
2812	BRYDEN AVE	5th St	5th St B	Arterial	Asphalt	50	320	89	1,868	55	66	60	Fair	**54**
3837	BRYDEN AVE	5th St B	5th St E	Arterial	Asphalt	44	512	126	2,652	54	85	60	Fair	**52**
3838	BRYDEN AVE	5th St E	6th St	Arterial	Asphalt	42	472	110	2,310	53	95	30	Fair	**50**
3930	BRYDEN AVE	6th St	6th St C	Arterial	Asphalt	44	557	135	2,832	57	95	60	Fair	**55**
2813	BRYDEN AVE	6th St C	7th St	Arterial	Asphalt	46	785	200	4,200	56	88	60	Fair	**54**
2814	BRYDEN AVE	7th St	8th St	Arterial	Asphalt	42	1,324	307	6,441	53	77	60	Fair	**52**
3881	BRYDEN AVE	8th St	Bryden Ct	Arterial	Asphalt	42	503	118	2,470	51	84	60	Fair	**49**
3882	BRYDEN AVE	Bryden Ct	8th St E	Arterial	Asphalt	45	331	82	1,731	52	86	60	Fair	**50**
3883	BRYDEN AVE	8th St E	8th St F	Arterial	Asphalt	44	177	43	903	53	71	60	Fair	**51**
3283	BRYDEN AVE	8th St F	9th St	Arterial	Asphalt	41	330	76	1,596	51	75	60	Fair	**49**
2820	BRYDEN AVE	9th St	10th St	Arterial	Asphalt	41	1,333	305	6,415	52	77	60	Fair	**50**
2821	BRYDEN AVE	10th St	Thain Rd	Minor Arterial	Asphalt	44	1,328	322	6,758	63	79	60	Good	**62**
2822	BRYDEN AVE	Thain Rd	12th St	Local	Asphalt	27	1,324	201	4,216	87	73	60	Excellent	**86**
4014	BRYDEN AVE	12th St	12th St C	Local	Asphalt	25	490	67	1,402	71	65	60	V Good	**70**
2823	BRYDEN AVE	12th St C	12th St F	Local	Asphalt	25	496	68	1,419	69	72	60	Good	**69**
4013	BRYDEN AVE	12th St F	13th St	Local	Asphalt	23	335	43	899	78	66	60	V Good	**77**
4016	BRYDEN AVE	14th St	14th St A	Local	Asphalt	36	203	40	841	59	74	60	Fair	**58**
2827	BRYDEN AVE	14th St A	15th St	Local	Asphalt	25	1,117	156	3,268	95	69	60	Excellent	**94**
2828	BRYDEN AVE	15th St	16th St	Local	Asphalt	25	1,345	190	3,982	93	68	60	Excellent	**92**

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3175	BRYDEN CANYON OFFRAMP 1 E	Bryden Canyon Rd	8th St	Arterial	Asphalt	22	1,789	219	4,591	69	80	30	Good	**68**
3177	BRYDEN CANYON OFFRAMP 1 W	8th St	Bryden Canyon Rd	Arterial	Asphalt	19	1,129	119	2,502	72	78	30	V Good	**70**
3170	BRYDEN CANYON OFFRAMP 2 W	Snake River Ave	Bryden Canyon Rd	Arterial	Asphalt	32	1,331	237	4,970	72	73	60	V Good	**70**
3176	BRYDEN CANYON ONRAMP 1 E	8th St	Bryden Canyon Rd	Arterial	Asphalt	22	1,259	154	3,232	69	66	30	Good	**67**
3174	BRYDEN CANYON ONRAMP 1 W	Bryden Canyon Rd	8th St	Arterial	Asphalt	20	1,642	182	3,832	68	79	30	Good	**66**
2582	BRYDEN CANYON RD	South Way Bridge	126	Arterial	Asphalt	60	806	269	5,639	66	81	30	Good	**64**
2576	BRYDEN CANYON RD	100	Bryden Canyon Offramp 2 W	Arterial	Asphalt	60	348	116	2,439	61	82	30	Good	**59**
2572	BRYDEN CANYON RD	Bryden Canyon Offramp 2 W	Bryden Canyon Off	Arterial	Asphalt	60	240	80	1,677	59	86	30	Fair	**57**
3800	BRYDEN CANYON RD	Bryden Canyon Offramp 1 E	Bryden Canyon On	Arterial	Asphalt	60	377	126	2,641	61	91	30	Good	**59**
2570	BRYDEN CANYON RD	Bryden Canyon Onramp 1 W	400	Arterial	Asphalt	60	482	161	3,372	67	86	30	Good	**65**
2590	BRYDEN CANYON RD	400	500	Arterial	Asphalt	60	332	111	2,326	62	67	30	Good	**60**
2599	BRYDEN CANYON RD	500	600	Arterial	Asphalt	60	346	115	2,420	61	75	30	Good	**59**
2611	BRYDEN CANYON RD	600	8th St	Arterial	Asphalt	60	383	128	2,679	62	80	30	Good	**60**
3770	BRYDEN CANYON RD	8th St	800	Arterial	Asphalt	60	404	135	2,827	64	81	30	Good	**62**
2651	BRYDEN CANYON RD	800	Bryden Canyon Offramp 1 W	Arterial	Asphalt	60	699	233	4,891	61	72	30	Good	**59**
3806	BRYDEN CANYON RD	Bryden Canyon Offramp 1 W	Bryden Canyon On	Arterial	Asphalt	60	175	58	1,223	61	80	30	Good	**59**
2714	BRYDEN CANYON RD	Bryden Canyon Onramp 1 E	1010	Arterial	Asphalt	60	1,596	532	11,173	59	88	30	Fair	**57**
2751	BRYDEN CANYON RD	1000	1100	Arterial	Asphalt	60	712	237	4,985	63	88	30	Good	**61**
2771	BRYDEN CANYON RD	1100	1200	Arterial	Asphalt	60	622	207	4,351	61	89	30	Good	**59**
2784	BRYDEN CANYON RD	1200	1300	Arterial	Asphalt	60	723	241	5,064	60	91	30	Fair	**58**
2807	BRYDEN CANYON RD	1300	4th St	Arterial	Asphalt	60	721	240	5,045	64	63	30	Good	**63**
2815	BRYDEN CT	3322	Bryden Ave	Local	Asphalt	44	504	123	2,582	99	68	60	Excellent	**97**
2831	BRYDEN DR	Zimmerly Way	5th St	Local	Asphalt	19	688	72	1,504	80	56	60	V Good	**79**
2832	BRYDEN DR	5th St	600	Local	Asphalt	20	651	72	1,503	92	73	60	Excellent	**91**
2834	BRYDEN DR	6th St	700	Local	Asphalt	18	360	35	735	78	70	60	V Good	**77**
2836	BRYDEN DR	6th St C	7th St	Local	Asphalt	30	785	131	2,749	88	69	60	Excellent	**87**
2837	BRYDEN DR	808	8th St F	Local	Asphalt	21	710	83	1,739	75	67	60	V Good	**75**
2839	BRYDEN DR	1424	15th St	Local	Asphalt	20	470	52	1,097	89	65	60	Excellent	**88**
2594	BUENA VISTA DR	14th St	1500	Local	Asphalt	22	354	44	923	86	52	60	Excellent	**85**
2875	BURRELL AVE	4th St D	5th St	Local	Asphalt	32	682	121	2,544	80	54	60	V Good	**80**
2876	BURRELL AVE	5th St	6th St	Collector	Asphalt	25	1,297	180	3,790	67	66	30	Good	**65**
2877	BURRELL AVE	6th St	7th St	Collector	Asphalt	24	1,341	179	3,754	57	62	60	Fair	**55**
3927	BURRELL AVE	7th St	7th St D	Collector	Asphalt	31	572	100	2,100	65	60	60	Good	**64**
3928	BURRELL AVE	7th St D	7th St E	Collector	Asphalt	32	150	27	563	76	65	30	V Good	**76**
3929	BURRELL AVE	7th St E	7th St E	Collector	Asphalt	25	83	12	242	79	56	30	V Good	**78**
2879	BURRELL AVE	7th St E	8th St	Collector	Asphalt	29	520	83	1,740	59	65	60	Fair	**58**
3287	BURRELL AVE	8th St	8th St C	Collector	Asphalt	41	502	115	2,406	90	78	60	Excellent	**89**
3884	BURRELL AVE	8th St C	8th St E	Collector	Asphalt	29	340	56	1,166	91	75	60	Excellent	**90**
3885	BURRELL AVE	8th St E	8th St F	Collector	Asphalt	29	231	38	789	97	78	60	Excellent	**95**
3886	BURRELL AVE	8th St F	9th St	Collector	Asphalt	30	275	46	971	88	78	60	Excellent	**87**
2882	BURRELL AVE	9th St	9th St E	Collector	Asphalt	33	838	151	3,179	94	79	60	Excellent	**93**
4037	BURRELL AVE	9th St E	10th St	Collector	Asphalt	31	502	88	1,839	89	73	60	Excellent	**88**
2883	BURRELL AVE	10th St	11th St	Collector	Asphalt	31	1,314	227	4,764	90	73	60	Excellent	**89**

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3965	BURRELL AVE	11th St	Peach Tree Ln	Collector	Asphalt	33	218	40	839	71	61	60	V Good	**70**
4486	BURRELL AVE	Peach Tree Ln	11th St C	Collector	Asphalt	29	308	49	1,032	68	61	30	Good	**67**
3288	BURRELL AVE	11th St C	12th St	Collector	Asphalt	34	793	149	3,127	75	55	60	V Good	**74**
2885	BURRELL AVE	12th St	13th St	Collector	Asphalt	30	1,323	222	4,654	81	70	60	V Good	**81**
2886	BURRELL AVE	13th St	14th St	Collector	Asphalt	29	1,349	214	4,484	83	80	60	V Good	**82**
4036	BURRELL AVE	14th St	14th St C	Collector	Asphalt	30	527	89	1,864	94	81	60	Excellent	**92**
2888	BURRELL AVE	14th St C	15th St	Collector	Asphalt	26	794	116	2,445	95	88	60	Excellent	**94**
2889	BURRELL AVE	15th St	16th St	Collector	Asphalt	25	1,355	188	3,951	96	82	60	Excellent	**95**
4079	BURRELL AVE	16th St	16th St C	Local	Asphalt	24	569	76	1,603	100	88	60	Excellent	**99**
2890	BURRELL AVE	16th St C	17th St	Local	Asphalt	24	746	100	2,109	98	86	60	Excellent	**97**
4081	BURRELL AVE	17th St	17th St	Local	Asphalt	24	605	81	1,703	100	88	60	Excellent	**99**
2892	BURRELL AVE	17th St	18th St	Local	Asphalt	22	732	91	1,903	99	85	60	Excellent	**97**
2894	BURRELL AVE	18th St	19th St	Local	Asphalt	23	1,318	168	3,528	93	72	60	Excellent	**92**
2895	BURRELL AVE	19th St	20th St	Local	Asphalt	22	1,327	160	3,365	96	58	60	Excellent	**95**
2896	BURRELL AVE	20th St	Lindsay Creek Rd	Local	Asphalt	20	1,301	141	2,960	94	62	60	Excellent	**93**
2899	BURRELL AVE	22nd St	23rd St	Local	Asphalt	21	1,308	149	3,128	58	52	60	Fair	**57**
2901	BURRELL DR	5th St	600	Local	Asphalt	45	285	71	1,496	88	54	60	Excellent	**87**
2900	BURRELL DR	6th St	700	Local	Asphalt	28	660	101	2,118	99	62	60	Excellent	**98**
2906	BURRELL DR	15th St	1600	Local	Asphalt	41	645	146	3,056	97	73	60	Excellent	**95**
2908	BURRELL DR	17th St	1800	Local	Asphalt	38	648	138	2,901	94	69	60	Excellent	**93**
4961	CANYON CREST DR	NEOR	Appaloosa Dr	Local	Asphalt	31	303	52	1,094	92	70	60	Excellent	**91**
3570	CANYON GREENS CT	Marine View Dr	EEOR	Local	Asphalt	29	225	36	761	94	37	60	Excellent	**93**
2698	CANYON PL	Pres	NEOR	Local	Asphalt	25	320	44	916	100	9	60	Excellent	**99**
1577	CAPITAL ST	1st St	2nd St	Local	Asphalt	41	280	64	1,335	76	57	60	V Good	**75**
1579	CAPITAL ST	2nd St	3rd St	Local	Asphalt	48	283	75	1,583	69	56	60	Good	**68**
1581	CAPITAL ST	3rd St	4th St	Local	Asphalt	48	281	75	1,574	84	65	60	V Good	**83**
1583	CAPITAL ST	4th St	5th St	Local	Asphalt	45	279	70	1,471	86	66	60	Excellent	**86**
1585	CAPITAL ST	5th St	600	Local	Asphalt	36	322	64	1,337	93	67	60	Excellent	**92**
1586	CAPITAL ST	600	7th St	Local	Asphalt	32	450	79	1,653	94	67	60	Excellent	**93**
2403	CAROL DR	Southway	5th St 1	Local	Asphalt	34	180	34	716	89	60	60	Excellent	**88**
2422	CAROL DR	Southway	5th St 2	Local	Asphalt	34	170	32	673	90	37	60	Excellent	**90**
2436	CAROL DR	5th St	Karin Ave	Local	Asphalt	28	323	50	1,056	84	60	60	V Good	**83**
3210	CAROL DR	Karin Ave	2000	Local	Asphalt	31	424	74	1,552	82	57	60	V Good	**81**
3211	CAROL DR	2000	2100	Local	Asphalt	40	403	89	1,879	98	62	60	Excellent	**97**
2511	CAROL DR	2100	22nd Ave	Local	Asphalt	40	571	127	2,666	96	65	60	Excellent	**95**
2533	CAROL DR	22nd Ave	23rd Ave	Local	Asphalt	40	562	125	2,622	86	61	60	Excellent	**86**
1931	CASSELL ST	24th St	24th St	Local	Asphalt	23	525	66	1,384	87	50	60	Excellent	**86**
6391	CECIL ANDRUS WAY	Community Drive	NEOR	Local	Asphalt	26	1,139	165	3,455	99	98	60	Excellent	**98**
6390	CECIL ANDRUS WAY	South LHS Entrance	Community Drive	Local	Asphalt	26	2,181	315	6,616	99	97	60	Excellent	**97**
4133	CECIL ANDRUS WAY	10th St	South LHS Entrance	Local	Asphalt	28	1,342	205	4,305	77	77	60	V Good	**76**
2909	CEDAR AVE	5th St	6th St	Local	Asphalt	28	1,286	200	4,202	97	70	60	Excellent	**96**
4891	CEDAR AVE	Laurel Ln	7th St	Local	Asphalt	28	524	82	1,723	85	63	60	V Good	**84**
2911	CEDAR AVE	6th St	Laurel Ln	Local	Asphalt	28	817	128	2,687	89	59	60	Excellent	**89**

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3934	CEDAR AVE	7th St	7th St E	Local	Asphalt	20	652	72	1,521	96	61	60	Excellent	**95**
2914	CEDAR AVE	7th St E	8th St	Local	Asphalt	21	676	79	1,657	88	48	60	Excellent	**87**
3915	CEDAR AVE	8th St	8th St C	Local	Asphalt	17	506	48	1,003	92	59	60	Excellent	**91**
3916	CEDAR AVE	8th St C	8th St E	Local	Asphalt	19	332	36	755	94	68	60	Excellent	**93**
2917	CEDAR AVE	8th St E	9th St	Local	Asphalt	16	503	43	909	90	53	60	Excellent	**89**
2919	CEDAR AVE	9th St	10th St	Local	Asphalt	19	1,351	142	2,973	86	44	60	Excellent	**86**
2922	CEDAR AVE	10th St	11th St	Local	Asphalt	17	1,310	122	2,556	87	43	60	Excellent	**86**
4004	CEDAR AVE	11th St	11th St C	Local	Asphalt	18	522	51	1,078	86	46	60	Excellent	**85**
4005	CEDAR AVE	11th St C	11th St D	Local	Asphalt	20	137	15	312	82	51	60	V Good	**82**
2924	CEDAR AVE	11th St D	12th St	Local	Asphalt	24	651	85	1,784	85	60	60	V Good	**84**
2927	CEDAR AVE	12th St	Thain Rd	Local	Asphalt	16	665	60	1,265	88	45	60	Excellent	**88**
4002	CEDAR AVE	Thain Rd	13th St	Local	Asphalt	21	662	78	1,645	89	45	60	Excellent	**88**
4001	CEDAR AVE	13th St	13th St C	Local	Asphalt	17	493	47	978	84	56	60	V Good	**84**
2928	CEDAR AVE	13th St C	14th St	Local	Asphalt	17	857	81	1,699	82	54	60	V Good	**81**
2930	CEDAR AVE	14th St	15th St	Local	Asphalt	17	1,322	121	2,545	88	56	60	Excellent	**87**
2932	CEDAR AVE	15th St	16th St	Local	Asphalt	17	1,352	124	2,602	90	55	60	Excellent	**90**
2933	CEDAR AVE	16th St	17th St	Local	Asphalt	16	1,323	118	2,488	92	50	60	Excellent	**91**
2935	CEDAR AVE	17th St	18th St	Local	Asphalt	24	1,338	177	3,711	90	56	60	Excellent	**89**
2937	CEDAR AVE	18th St	19th St	Local	Asphalt	16	1,325	116	2,445	78	52	60	V Good	**77**
2939	CEDAR AVE	19th St	20th St	Local	Asphalt	14	1,316	102	2,149	90	53	60	Excellent	**89**
2940	CEDAR AVE	20th St	21st St	Local	Asphalt	14	1,304	103	2,168	86	64	60	Excellent	**86**
4148	CEDAR AVE	21st St	Lindsay Creek Rd	Local	Asphalt	14	75	6	122	89	7	60	Excellent	**88**
2944	CEDAR AVE	22nd St	23rd St	Local	Asphalt	12	1,330	89	1,861	98	74	60	Excellent	**97**
2945	CEDAR DR	9th St	1000	Local	Asphalt	22	793	95	1,989	100	80	60	Excellent	**99**
2949	CEDAR DR	1108	11th St D	Local	Asphalt	19	319	34	706	100	53	60	Excellent	**99**
3996	CEDAR DR	11th St D	1221	Local	Asphalt	19	329	35	730	97	50	60	Excellent	**95**
2950	CEDAR DR	1528	16th St	Local	Asphalt	45	305	76	1,597	80	52	60	V Good	**79**
2952	CEDAR DR	17th St	1800	Local	Asphalt	37	771	157	3,293	90	73	60	Excellent	**89**
2951	CEDAR DRIVE CT	14th St	1500	Local	Asphalt	49	225	61	1,282	99	77	60	Excellent	**97**
4795	CHERRY TREE CIR	3120	3220	Local	Asphalt	26	200	29	608	98	49	60	Excellent	**97**
4796	CHERRY TREE CIR	3121	3221	Local	Asphalt	26	325	47	985	99	92	60	Excellent	**98**
4794	CHERRY TREE CIR	3132	Preston Ave	Local	Asphalt	26	132	19	400	99	56	60	Excellent	**98**
7415	CHURCH ST	7th St	800	Local	Asphalt	30	192	31	660	52	0	60	Fair	**51**
3503	CLEARVIEW POINT DR	18th St	Sunrise Terrace Ln	Local	Asphalt	33	311	57	1,198	87	69	60	Excellent	**87**
3504	CLEARVIEW POINT DR	Sunrise Terrace Ln	1928	Local	Asphalt	43	878	211	4,430	96	87	60	Excellent	**95**
1730	CLEARWATER AVE	24th St	25th St	Local	Asphalt	17	267	25	530	89	61	60	Excellent	**88**
1725	CLEARWATER AVE	25th St	26th St	Local	Asphalt	17	269	25	534	91	67	60	Excellent	**90**
1719	CLEARWATER AVE	26th St	27th St	Local	Asphalt	21	259	30	634	97	62	60	Excellent	**96**
1718	CLEARWATER AVE	27th St	28th St	Local	Asphalt	24	473	63	1,313	89	51	60	Excellent	**88**
1706	CLEARWATER AVE	28th St	29th St	Local	Asphalt	21	236	28	578	92	39	60	Excellent	**91**
1690	CLEARWATER AVE	29th St	30th St	Local	Asphalt	20	209	23	487	64	47	30	Good	**63**
3350	COL. WRIGHT WAY	SEOR	1000	Local	Asphalt	25	440	61	1,284	100	88	60	Excellent	**99**
3349	COL. WRIGHT WAY	1000	1100	Local	Asphalt	35	509	100	2,105	95	71	60	Excellent	**95**

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3348	COL. WRIGHT WAY	1100	Hwy 128	Local	Asphalt	40	500	110	2,312	94	79	60	Excellent	**93**
6392	COMMUNITY DRIVE	Cecil Andrus Way	Warner Avenue	Local	Asphalt	32	4,428	785	16,486	99	93	60	Excellent	**98**
5632	COMPASS CT	Pathfinder Way	WEOR	Local	Asphalt	42	526	122	2,567	100	70	60	Excellent	**99**
2819	COUNTRY CLUB CT	Country Club Dr	3710	Local	Asphalt	42	487	113	2,367	94	55	60	Excellent	**93**
3252	COUNTRY CLUB DR	Snake River Ave	2700	Collector	Asphalt	29	263	42	874	76	68	30	V Good	**76**
2655	COUNTRY CLUB DR	2700	2800	Collector	Asphalt	29	375	59	1,248	79	78	60	V Good	**78**
2670	COUNTRY CLUB DR	2800	2900	Collector	Asphalt	29	158	25	524	81	84	60	V Good	**81**
3802	COUNTRY CLUB DR	2900	29th Ave	Collector	Asphalt	29	34	5	113	84	91	60	V Good	**83**
2685	COUNTRY CLUB DR	29th Ave	3006	Collector	Asphalt	28	315	48	1,010	86	89	60	Excellent	**85**
2708	COUNTRY CLUB DR	3000	3100	Collector	Asphalt	27	594	88	1,858	84	88	60	V Good	**83**
2719	COUNTRY CLUB DR	3100	3200	Collector	Asphalt	26	488	69	1,452	81	78	60	V Good	**80**
3316	COUNTRY CLUB DR	3200	Echo Hills Dr	Collector	Asphalt	26	187	26	556	82	67	60	V Good	**81**
3317	COUNTRY CLUB DR	Echo Hills Dr	W Shiloh Dr	Collector	Asphalt	31	611	105	2,207	85	77	60	V Good	**84**
3810	COUNTRY CLUB DR	W Shiloh Dr	3526	Collector	Asphalt	35	332	64	1,337	88	74	60	Excellent	**87**
3318	COUNTRY CLUB DR	3450	Elks Dr	Collector	Asphalt	35	369	71	1,486	89	84	60	Excellent	**89**
3811	COUNTRY CLUB DR	Elks Dr	W Reservoir Dr	Collector	Asphalt	35	304	58	1,225	86	65	60	Excellent	**85**
2818	COUNTRY CLUB DR	W Reservoir Dr	3600	Collector	Asphalt	34	1,198	225	4,728	90	73	60	Excellent	**89**
3809	COUNTRY CLUB DR	3600	Country Club Ct	Collector	Asphalt	34	136	25	533	89	64	60	Excellent	**88**
3254	COUNTRY CLUB DR	Country Club Ct	3700	Collector	Asphalt	34	389	72	1,520	84	60	60	V Good	**83**
2844	COUNTRY CLUB DR	3700	Lakeview W	Collector	Asphalt	34	184	34	719	61	56	30	Good	**60**
3794	COUNTRY CLUB DR	Lakeview W	3860	Collector	Asphalt	33	71	13	273	81	45	60	V Good	**80**
3255	COUNTRY CLUB DR	3800	3900	Collector	Asphalt	33	938	174	3,658	88	73	60	Excellent	**87**
2947	COUNTRY CLUB DR	3900	Duthie Blvd	Collector	Asphalt	34	1,051	200	4,190	83	66	60	V Good	**82**
3814	COUNTRY CLUB DR	Duthie Blvd	Fairway Dr	Collector	Asphalt	38	207	44	919	90	49	60	Excellent	**89**
2653	CRESTLINE CIRCLE CT	Crestline Circle Dr	West End	Local	Asphalt	63	156	55	1,150	86	32	60	Excellent	**86**
2652	CRESTLINE CIRCLE DR	Knollcrest Dr	500	Local	Asphalt	34	1,041	197	4,128	83	75	60	V Good	**82**
3771	CRESTLINE CIRCLE DR	500	Crestline Circle Ct	Local	Asphalt	34	166	31	658	83	46	60	V Good	**82**
3242	CRESTLINE CIRCLE DR	Crestline Circle Ct	600	Local	Asphalt	34	832	157	3,301	79	60	60	V Good	**78**
3243	CRESTLINE CIRCLE DR	600	East End	Local	Asphalt	34	572	107	2,237	95	62	60	Excellent	**94**
5640	CTRY CLB FRTG	NEOR	SEOR	Local	Asphalt	17	1,271	119	2,504	99	59	60	Excellent	**98**
2623	CYPRESS CT	Cypress St	1020	Local	Asphalt	48	361	96	2,009	83	77	60	V Good	**82**
2556	CYPRESS ST	Juniper Dr	Magnolia St	Local	Asphalt	33	973	176	3,689	85	72	60	V Good	**84**
3924	CYPRESS ST	Magnolia St	Spruce St	Local	Asphalt	34	183	34	714	85	85	60	Excellent	**85**
2588	CYPRESS ST	Spruce St	Tamarack Dr	Local	Asphalt	34	1,176	219	4,598	87	77	60	Excellent	**86**
3894	CYPRESS ST	Tamarack Dr	Magnolia St	Local	Asphalt	34	296	55	1,157	43	61	60	Marginal	**41**
2646	CYPRESS ST	Magnolia St	Cypress Ct	Local	Asphalt	34	369	69	1,441	43	75	60	Marginal	**42**
3893	CYPRESS ST	Cypress Ct	Stewart Ave	Local	Asphalt	34	292	54	1,143	93	85	60	Excellent	**92**
1600	D ST	1st St	2nd St	Arterial	Asphalt	49	279	75	1,576	91	84	60	Excellent	**90**
1603	D ST	2nd St	3rd St	Arterial	Asphalt	49	284	76	1,604	91	88	60	Excellent	**90**
1606	D ST	3rd St	4th St	Arterial	Asphalt	49	280	76	1,586	86	77	60	Excellent	**85**
1607	D ST	4th St	5th St	Arterial	Asphalt	46	289	74	1,550	88	65	60	Excellent	**87**
1604	D ST	5th St	600	Arterial	Asphalt	39	327	70	1,470	76	84	30	V Good	**75**
1609	D ST	600	7th St	Arterial	Asphalt	39	405	87	1,821	73	80	30	V Good	**72**

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1619	D ST	7th St	8th St	Arterial	Asphalt	45	211	52	1,095	85	85	60	Excellent	**84**
3670	D ST	8th St	Temple Ln	Arterial	Asphalt	44	537	130	2,725	78	78	30	V Good	**76**
1635	D ST	Temple Ln	9th St	Arterial	Asphalt	44	231	56	1,172	84	70	60	V Good	**83**
1655	D ST	9th St	1000	Arterial	Asphalt	45	274	68	1,421	74	81	30	V Good	**72**
1672	D ST	1000	11th St	Arterial	Asphalt	45	451	111	2,341	89	97	60	Excellent	**88**
1767	DELSOL LN	Main St	G St	Local	Asphalt	22	519	63	1,331	88	70	60	Excellent	**87**
1808	DELSOL LN	G St	Idaho St	Local	Asphalt	23	330	43	903	91	56	60	Excellent	**90**
1828	DELSOL LN	Idaho St	500	Local	Asphalt	22	172	21	442	87	32	60	Excellent	**86**
1880	DELSOL LN	500	6th Ave	Local	Asphalt	22	347	42	891	71	77	60	V Good	**70**
4964	DISCOVERY DR	Expedition Way	NEEOR	Local	Asphalt	36	1,671	334	7,007	98	78	60	Excellent	**96**
2841	DUTHIE BLVD	Snake River Ave	Rio Vista Dr	Collector	Asphalt	38	525	109	2,297	78	90	60	V Good	**77**
2884	DUTHIE BLVD	Rio Vista Dr	3900	Collector	Asphalt	38	1,049	219	4,589	82	96	60	V Good	**81**
2946	DUTHIE BLVD	3900	Ridgewater Dr	Collector	Asphalt	38	1,237	258	5,410	80	84	60	V Good	**79**
3796	DUTHIE BLVD	Ridgewater Dr	Marine View Dr	Collector	Asphalt	38	327	68	1,428	79	78	60	V Good	**78**
3797	DUTHIE BLVD	Marine View Dr	Country Club Dr	Collector	Asphalt	38	413	87	1,818	91	68	60	Excellent	**90**
3001	DUTHIE DR	Ridgewater Dr	Fairway Dr	Collector	Asphalt	28	685	107	2,255	89	71	60	Excellent	**88**
3159	E 22ND ST N	1st Ave N	2nd Ave N	Local	Asphalt	25	359	50	1,048	92	81	60	Excellent	**91**
1593	E 22ND ST N	2nd Ave N	3rd Ave N	Local	Asphalt	30	358	59	1,240	89	57	60	Excellent	**88**
1564	E 22ND ST N	3rd Ave N	400	Local	Asphalt	35	321	62	1,293	68	75	30	Good	**67**
1541	E 22ND ST N	400	500	Local	Asphalt	34	397	75	1,573	98	83	60	Excellent	**96**
1524	E 22ND ST N	500	Frontage Rd	Local	Asphalt	34	570	108	2,273	90	80	60	Excellent	**89**
1824	E MAIN ST	Main St Byp	23rd St	Arterial	Asphalt	46	252	64	1,337	66	84	30	Good	**65**
1820	E MAIN ST	23rd St	24th St	Arterial	Asphalt	46	154	39	819	64	77	30	Good	**63**
3626	E MAIN ST	24th St	24th St	Arterial	Asphalt	46	116	29	618	61	77	30	Good	**59**
1817	E MAIN ST	24th St	25th St	Arterial	Asphalt	47	294	77	1,610	67	77	30	Good	**65**
1778	E MAIN ST	25th St	26th St	Arterial	Asphalt	46	208	53	1,105	62	79	30	Good	**60**
3627	E MAIN ST	26th St	26th St	Arterial	Asphalt	46	113	28	598	64	70	30	Good	**62**
1774	E MAIN ST	26th St	27th St	Arterial	Asphalt	46	283	71	1,500	62	95	30	Good	**60**
3628	E MAIN ST	27th St	4th Ave	Arterial	Asphalt	46	42	11	225	66	65	30	Good	**64**
1756	E MAIN ST	4th Ave	28th St	Arterial	Asphalt	46	503	127	2,669	63	83	30	Good	**62**
1727	E MAIN ST	28th St	29th St	Arterial	Asphalt	46	227	57	1,204	65	92	30	Good	**63**
1722	E MAIN ST	29th St	Silcott St	Arterial	Asphalt	46	218	55	1,159	59	72	30	Fair	**58**
1720	E MAIN ST	Silcott St	3100	Arterial	Asphalt	46	314	79	1,665	58	79	30	Fair	**56**
1712	E MAIN ST	3100	Mill Rd	Arterial	Asphalt	46	243	62	1,302	60	84	30	Fair	**58**
1726	E MAIN ST	Lapwai Rd	33rd St	Local	Asphalt	42	427	98	2,067	94	95	60	Excellent	**93**
4826	E MAIN ST	33rd St	3300	Local	Asphalt	42	613	141	2,969	93	78	60	Excellent	**93**
3361	E MAIN ST	3300	3400	Local	Asphalt	42	641	148	3,103	90	95	60	Excellent	**89**
3362	E MAIN ST	3500	Industrial Way	Local	Asphalt	42	259	60	1,255	96	88	60	Excellent	**95**
3629	E MAIN ST	Mill Rd	Lapwai Rd	Arterial	Asphalt	19	210	22	465	68	52	60	Good	**67**
2974	EAGLE CT	Fairway Dr	4105	Local	Asphalt	61	140	48	1,001	83	6	60	V Good	**82**
3687	EAST MAIN ST	End of Concrete	22nd St	Arterial	Asphalt	48	62	17	348	30	54	60	Poor	**28**
5697	EAST MAIN ST	21st St	End of Concrete	Arterial	Concrete	77	517	223	4,673	99	63	60	Excellent	**98**
4920	EASTVIEW CT	WEOR	Pathfinder Way	Local	Asphalt	39	543	117	2,467	86	65	60	Excellent	**86**

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3275	ECHO HILLS DR	W Swallows View Dr	2800	Local	Asphalt	36	352	70	1,478	92	63	60	Excellent	**91**
2682	ECHO HILLS DR	2800	2900	Local	Asphalt	36	244	49	1,026	100	69	60	Excellent	**99**
2689	ECHO HILLS DR	2900	Seaport Dr	Local	Asphalt	36	258	52	1,083	100	80	60	Excellent	**99**
2706	ECHO HILLS DR	Seaport Dr	3100	Local	Asphalt	36	293	59	1,231	90	63	60	Excellent	**89**
2713	ECHO HILLS DR	3100	3200	Local	Asphalt	36	95	19	403	98	59	60	Excellent	**97**
2720	ECHO HILLS DR	3200	3300	Local	Asphalt	39	386	84	1,755	82	56	60	V Good	**82**
3784	ECHO HILLS DR	Bluebird Cir	Meadowlark Dr	Local	Asphalt	39	193	42	880	94	55	60	Excellent	**93**
3785	ECHO HILLS DR	Meadowlark Dr	Country Club Dr	Local	Asphalt	39	198	43	900	97	63	60	Excellent	**96**
2737	ECHO HILLS DR	3300	Bluebird Cir	Local	Asphalt	39	502	109	2,285	92	64	60	Excellent	**91**
3776	ECHO HILLS DR	Meadowlark Dr	W Swallows View Dr	Local	Asphalt	36	122	24	513	100	64	60	Excellent	**99**
3789	ELKS DR	3434	W Elks Ct	Local	Asphalt	63	128	44	934	81	30	60	V Good	**81**
2774	ELKS DR	W Elks Ct	3548	Local	Asphalt	35	294	56	1,185	88	74	60	Excellent	**87**
4827	ELKS DR	3464	Country Club Dr	Local	Asphalt	35	320	61	1,288	65	62	60	Good	**64**
4917	EXPEDITION WAY	15th St	Westview Ct.	Local	Asphalt	32	292	51	1,074	99	59	60	Excellent	**98**
4899	EXPEDITION WAY	Westview Ct	Discovery Dr	Local	Asphalt	32	263	46	966	100	71	60	Excellent	**99**
4963	EXPEDITION WAY	Discovery Dr	#3236	Local	Asphalt	32	240	43	896	96	75	60	Excellent	**95**
6395	EXPEDITION WAY	#3236	Frontier Dr	Local	Asphalt	32	85	15	313	97	56	60	Excellent	**96**
6396	EXPEDITION WAY	Frontier Dr	NEOR	Local	Asphalt	32	293	51	1,078	99	66	60	Excellent	**97**
5722	EXPEDITION WAY			Local	Asphalt	30	147	24	513	99	93	60	Excellent	**98**
1633	F ST	5th St	600	Local	Asphalt	30	278	46	973	91	76	60	Excellent	**90**
1642	F ST	600	700	Local	Asphalt	30	355	59	1,241	80	79	30	V Good	**79**
1644	F ST	700	800	Local	Asphalt	30	133	22	465	91	69	60	Excellent	**90**
1654	F ST	New 6th St	9th St 1	Local	Asphalt	30	219	36	765	99	89	60	Excellent	**98**
1675	F ST	New Sixth St	9th St	Local	Asphalt	42	518	121	2,536	90	85	60	Excellent	**89**
1682	F ST	9th St	10th St	Local	Asphalt	50	298	83	1,737	78	51	30	V Good	**77**
1686	F ST	10th St	11th St	Local	Asphalt	38	388	82	1,715	84	56	60	V Good	**84**
1699	F ST	11th St	12th St	Local	Asphalt	34	463	87	1,835	86	46	60	Excellent	**85**
3259	F ST	13th St	Jefferson St	Local	Asphalt	31	305	52	1,087	83	54	60	V Good	**83**
1716	F ST	Jefferson St	Lincoln St	Local	Asphalt	31	249	42	887	68	43	60	Good	**67**
3808	FAIRWAY DR	Country Club Dr	Eagle Ct	Local	Asphalt	29	365	59	1,236	82	82	60	V Good	**82**
3777	FAIRWAY DR	Eagle Ct	Birdie Ct	Local	Asphalt	29	285	46	964	78	82	60	V Good	**77**
3778	FAIRWAY DR	Birdie Ct	Par Ct	Local	Asphalt	29	253	41	855	83	75	60	V Good	**82**
3779	FAIRWAY DR	Par Ct	Duthie Dr	Local	Asphalt	29	287	46	972	80	74	60	V Good	**79**
2973	FAIRWAY DR	Duthie Dr	4172	Local	Asphalt	31	685	117	2,453	85	68	60	V Good	**84**
3016	FAIRWAY DR	4100	4200	Local	Asphalt	80	54	24	502	100	43	60	Excellent	**99**
2980	FOOTHILL DR	Lakeview Dr	Upper Foothill Dr	Local	Asphalt	34	202	38	789	56	60	30	Fair	**55**
3792	FOOTHILL DR	Upper Foothill Dr	Upper Foothill Dr	Local	Asphalt	34	1,030	192	4,026	73	83	80	V Good	**72**
3793	FOOTHILL DR	Upper Foothill Dr	South End	Local	Asphalt	65	138	50	1,040	80	66	60	V Good	**80**
3344	FRONTAGE RD	E 22nd St N	7th Ave N	Local	Asphalt	35	345	66	1,389	88	64	60	Excellent	**87**
1484	FRONTAGE RD	7th Ave N	25th St N	Local	Asphalt	26	553	80	1,678	97	72	60	Excellent	**96**
1472	FRONTAGE RD	25th St N	2600	Local	Asphalt	35	470	91	1,914	100	85	60	Excellent	**98**
1465	FRONTAGE RD	2600	2700	Local	Asphalt	34	413	77	1,613	94	83	60	Excellent	**93**
1463	FRONTAGE RD	2700	28th St N	Local	Asphalt	34	432	80	1,687	85	79	60	Excellent	**84**

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1461	FRONTAGE RD	28th St N	29th St N	Collector	Asphalt	34	488	91	1,906	81	90	60	V Good	**80**
1451	FRONTAGE RD	3200	Us Highway 95	Collector	Asphalt	49	467	127	2,671	85	69	60	Excellent	**85**
1456	FRONTAGE RD	31st St N	Steelhead Way	Collector	Asphalt	37	352	71	1,498	91	86	60	Excellent	**90**
3613	FRONTAGE RD	Steelhead Way	3232	Collector	Asphalt	35	199	39	819	88	84	60	Excellent	**87**
3346	FRONTAGE RD	29th St N	3000	Collector	Asphalt	35	436	85	1,782	79	86	30	V Good	**78**
1457	FRONTAGE RD	3000	31st St N	Collector	Asphalt	36	375	74	1,560	82	71	60	V Good	**81**
5719	FRONTIER DR			Local	Asphalt	30	649	108	2,270	98	90	60	Excellent	**97**
6397	FRONTIER DR	Expedition Way	EEOR	Local	Asphalt	41	1,150	265	5,558	99	72	60	Excellent	**97**
3663	G ST	13th St	Jefferson St	Collector	Asphalt	37	235	49	1,020	81	61	60	V Good	**80**
1736	G ST	Jefferson St	Lincoln St	Collector	Asphalt	37	244	49	1,037	78	58	30	V Good	**77**
1762	G ST	Lincoln St	15th St	Collector	Asphalt	37	668	136	2,847	77	68	30	V Good	**77**
1768	G ST	Delsol Ln	16th St	Collector	Asphalt	38	223	47	977	83	47	60	V Good	**82**
3658	G ST	15th St	Delsol Ln	Collector	Asphalt	38	201	42	880	78	62	30	V Good	**77**
3149	G ST	16th St	17th St	Collector	Asphalt	48	348	93	1,948	94	65	60	Excellent	**93**
1798	G ST	17th St	18th St	Collector	Asphalt	48	386	102	2,144	82	64	60	V Good	**81**
1815	G ST	18th St	19th St	Collector	Asphalt	46	637	163	3,421	83	62	60	V Good	**82**
1821	G ST	19th St	2000	Local	Asphalt	47	329	86	1,806	97	71	60	Excellent	**95**
6389	G ST	2000	EEOR	Local	Asphalt	69	112	43	903	100	47	60	Excellent	**99**
1849	GARFIELD CT	29th St	3005	Local	Asphalt	42	294	68	1,438	89	76	60	Excellent	**88**
2474	GATEWAY DR	10th St	2000	Local	Asphalt	36	391	78	1,641	92	77	60	Excellent	**91**
2493	GATEWAY DR	2000	2100	Local	Asphalt	52	316	91	1,911	89	74	60	Excellent	**88**
1694	GLASS WAY	2nd Ave	3rd Ave	Local	Asphalt	13	460	33	697	69	6	60	Good	**69**
3498	GRANDE RONDE CT	18th St	Sunrise Terrace Ln	Local	Asphalt	30	449	75	1,573	90	80	60	Excellent	**89**
3499	GRANDE RONDE CT	Sunrise Terrace Ln	EEOR	Local	Asphalt	47	194	50	1,060	91	53	60	Excellent	**90**
2953	GRELLE AVE	6th St	7th St	Local	Asphalt	28	1,341	206	4,334	97	76	60	Excellent	**95**
2954	GRELLE AVE	7th St	800	Local	Asphalt	21	737	84	1,762	69	80	60	Good	**68**
3936	GRELLE AVE	8th St C	8th St E	Local	Asphalt	32	316	55	1,160	91	58	60	Excellent	**91**
2955	GRELLE AVE	8th St E	9th St	Local	Asphalt	26	504	73	1,537	94	47	60	Excellent	**93**
2956	GRELLE AVE	9th St	10th St	Local	Asphalt	33	1,361	249	5,226	99	68	60	Excellent	**98**
2957	GRELLE AVE	10th St	11th St	Collector	Asphalt	18	1,298	130	2,727	82	63	60	V Good	**81**
2958	GRELLE AVE	11th St	11th St D	Collector	Asphalt	27	663	98	2,050	48	64	60	Marginal	**47**
3997	GRELLE AVE	11th St D	12th St	Collector	Asphalt	30	653	110	2,317	83	69	60	V Good	**82**
2960	GRELLE AVE	12th St	Thain Rd	Collector	Asphalt	27	1,316	197	4,138	74	64	30	V Good	**73**
3959	GRELLE AVE	Thain Rd	13th St C	Collector	Asphalt	41	503	116	2,435	77	59	60	V Good	**76**
3293	GRELLE AVE	13th St C	14th St	Collector	Asphalt	42	855	200	4,196	77	71	60	V Good	**76**
2963	GRELLE AVE	14th St	15th St	Collector	Asphalt	35	1,321	253	5,322	69	67	60	Good	**68**
2965	GRELLE AVE	15th St	15th St E	Collector	Asphalt	35	828	161	3,381	67	76	30	Good	**66**
4085	GRELLE AVE	15th St E	16th St	Collector	Asphalt	34	523	99	2,085	72	74	30	V Good	**71**
2966	GRELLE AVE	16th St	17th St	Collector	Asphalt	31	1,325	228	4,793	67	67	60	Good	**66**
2967	GRELLE AVE	17th St	18th St	Collector	Asphalt	29	1,343	219	4,601	70	70	60	Good	**69**
4086	GRELLE AVE	18th St	18th St C	Collector	Asphalt	30	496	83	1,751	49	57	60	Marginal	**47**
2968	GRELLE AVE	18th St C	19th St	Collector	Asphalt	27	827	123	2,573	67	61	60	Good	**65**
2969	GRELLE AVE	19th St	20th St	Collector	Asphalt	32	1,316	233	4,896	78	69	60	V Good	**77**

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2970	GRELLE AVE	20th St	21st St	Collector	Asphalt	27	1,343	203	4,260	92	77	60	Excellent	**91**
4118	GRELLE AVE	21st St	Lindsay Creek Rd	Collector	Asphalt	25	315	44	917	83	67	60	V Good	**83**
2971	GRELLE AVE	Lindsay Creek Rd	22nd St	Collector	Asphalt	25	985	138	2,900	73	69	60	V Good	**72**
4120	GRELLE AVE	22nd St	22nd St D	Collector	Asphalt	24	655	87	1,834	78	67	60	V Good	**77**
2972	GRELLE AVE	22nd St D	23rd St	Collector	Asphalt	25	660	92	1,925	80	61	60	V Good	**79**
1179	GRELLE AVE	23rd St	City Limits	Collector	Asphalt	25	1,326	184	3,867	88	95	60	Excellent	**87**
2975	GRELLE DR	800	9th St	Local	Asphalt	39	1,177	254	5,325	91	78	60	Excellent	**90**
2976	GRELLE DR	9th St	1000	Local	Asphalt	33	747	135	2,833	78	62	60	V Good	**77**
1018	GUN CLUB RD	Seagull Ln	Stewart Avenue	Arterial	Asphalt	25	5,026	698	14,660	52	65	30	Fair	**50**
1876	H ST	Snake River Ave	East End	Local	Asphalt	39	259	56	1,179	19	62	60	V Poor	**18**
1438	HARVEST RD	Panorama Dr	Short St	Local	Asphalt	18	863	86	1,812	91	66	60	Excellent	**90**
1449	HATWAI RD	2800	Panorama Dr	Local	Asphalt	28	113	18	368	81	55	60	V Good	**80**
3640	HATWAI RD	Panorama Dr	2900	Local	Asphalt	28	144	22	472	99	70	60	Excellent	**98**
1448	HATWAI RD	2900	3000	Local	Asphalt	25	325	46	963	83	64	60	V Good	**82**
1447	HATWAI RD	3000	31st St N	Local	Asphalt	25	504	70	1,470	100	75	60	Excellent	**98**
1443	HATWAI RD	31st St N	3200	Local	Asphalt	25	469	65	1,369	90	63	60	Excellent	**89**
3347	HATWAI RD	3200	3300	Local	Asphalt	25	445	62	1,297	95	79	60	Excellent	**93**
1437	HATWAI RD	3300	3400	Local	Asphalt	25	487	68	1,419	92	76	60	Excellent	**91**
1431	HATWAI RD	3400	3500	Local	Asphalt	25	503	70	1,466	97	65	60	Excellent	**95**
1424	HATWAI RD	3500	36th St N	Local	Asphalt	25	421	58	1,227	95	65	60	Excellent	**94**
1426	HATWAI RD	36th St N	3700	Local	Asphalt	20	674	75	1,574	95	71	60	Excellent	**94**
1427	HATWAI RD	3700	38th St N	Local	Asphalt	20	724	82	1,716	93	63	60	Excellent	**92**
1420	HATWAI RD	38th St N	4000	Local	Asphalt	23	589	75	1,581	91	64	60	Excellent	**90**
1416	HATWAI RD	4000	41st St N	Local	Asphalt	23	737	94	1,977	89	72	60	Excellent	**88**
1415	HATWAI RD	41st St N	42nd St N	Local	Asphalt	23	451	56	1,186	91	62	60	Excellent	**90**
1414	HATWAI RD	42nd St N	Spring View Ln	Local	Asphalt	27	402	60	1,267	87	64	60	Excellent	**87**
3644	HATWAI RD	Spring View Ln	City Limits	Local	Asphalt	27	223	33	701	98	59	60	Excellent	**96**
2613	HAWTHORNE ST	Juniper Dr	900	Local	Asphalt	34	673	125	2,630	86	81	60	Excellent	**85**
3227	HAWTHORNE ST	900	Pine St	Local	Asphalt	34	710	132	2,776	87	81	60	Excellent	**86**
3938	HAWTHORNE ST	Pine St	Stewart Ave	Local	Asphalt	34	270	50	1,055	93	81	60	Excellent	**92**
3085	HEMLOCK AVE	10th St	11th St	Local	Asphalt	22	1,920	237	4,978	80	61	60	V Good	**79**
3086	HEMLOCK AVE	11th St	1200	Local	Asphalt	15	817	69	1,459	93	69	60	Excellent	**92**
3087	HEMLOCK AVE	1200	13th St	Local	Asphalt	26	862	124	2,612	95	70	60	Excellent	**94**
4030	HEMLOCK AVE	13th St	13th St D	Local	Asphalt	17	835	77	1,616	87	55	60	Excellent	**86**
3089	HEMLOCK AVE	13th St D	14th St	Local	Asphalt	16	846	76	1,600	96	55	60	Excellent	**95**
3091	HEMLOCK AVE	14th St	14th St E	Local	Asphalt	16	830	71	1,500	83	57	60	V Good	**83**
4029	HEMLOCK AVE	14th St E	15th St	Local	Asphalt	16	494	43	894	84	70	60	V Good	**83**
3093	HEMLOCK AVE	15th St	15th St E	Local	Asphalt	16	823	71	1,488	91	66	60	Excellent	**91**
4087	HEMLOCK AVE	15th St E	16th St	Local	Asphalt	15	527	43	901	88	57	60	Excellent	**87**
3096	HEMLOCK AVE	16th St	17th St	Local	Asphalt	16	1,323	118	2,469	89	56	60	Excellent	**88**
3310	HEMLOCK AVE	17th St	17th St C	Local	Asphalt	17	499	46	961	94	55	60	Excellent	**93**
4191	HEMLOCK AVE	17th St C	1818	Local	Asphalt	20	188	21	446	97	43	60	Excellent	**96**
3099	HEMLOCK AVE	West End	2010	Local	Asphalt	14	169	13	276	94	43	60	Excellent	**93**

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4537	HEMLOCK AVE	2010	21st St	Local	Asphalt	14	984	77	1,607	86	53	60	Excellent	**86**
3100	HEMLOCK AVE	21st St	22nd St	Local	Asphalt	14	1,322	103	2,159	79	51	60	V Good	**79**
3101	HEMLOCK DR	10th St	11th St	Local	Asphalt	37	1,921	397	8,336	75	72	60	V Good	**74**
5714	Hidden Valley Loop	Hidden Valley Loop	EOP	Local	Asphalt	30	835	139	2,923	100	75	60	Excellent	**99**
5713	Hidden Valley Loop	Hidden Valley Loop	EOP	Local	Asphalt	30	318	53	1,113	99	83	60	Excellent	**97**
5712	Hidden Valley Loop	Hidden Valley Loop	EOP	Local	Asphalt	30	306	51	1,071	100	85	60	Excellent	**99**
4951	HIDDEN VALLEY LP	HVL (south)	HVL (north)	Local	Asphalt	29	436	71	1,499	94	67	60	Excellent	**93**
4952	HIDDEN VALLEY LP (NORTH)	18th St	E Circle	Local	Asphalt	40	129	28	597	100	59	60	Excellent	**99**
4908	HIDDEN VALLEY LP (SOUTH)	18th St	E Circle	Local	Asphalt	39	156	34	706	100	42	60	Excellent	**98**
2625	HILLCREST RD	Vineyard Ave	200	Local	Asphalt	22	1,018	126	2,650	88	40	60	Excellent	**87**
2601	HILLCREST RD	200	27th Ave	Local	Asphalt	21	680	79	1,661	81	55	60	V Good	**81**
3756	HILLCREST RD	27th Ave	Vineyard Dr	Local	Asphalt	23	120	15	323	78	10	60	V Good	**78**
5721	Horizon Court	Expedition Way	EOP	Local	Asphalt	30	700	117	2,451	100	89	60	Excellent	**99**
1700	IDAHO ST	9th St	10th St	Collector	Asphalt	38	305	63	1,332	84	72	60	V Good	**83**
1711	IDAHO ST	10th St	11th St	Collector	Asphalt	38	285	59	1,247	56	71	60	Fair	**54**
3667	IDAHO ST	11th St	11th St	Collector	Asphalt	38	103	21	449	24	65	30	V Poor	**23**
4474	IDAHO ST	11th St	Adams Ln	Collector	Asphalt	38	239	50	1,046	60	76	30	Fair	**59**
3260	IDAHO ST	Adams Ln	12th St	Collector	Asphalt	38	295	61	1,290	75	82	30	V Good	**74**
3666	IDAHO ST	12th St	12th St	Collector	Asphalt	38	27	6	118	76	51	30	V Good	**75**
3665	IDAHO ST	12th St	Miller St	Collector	Asphalt	38	350	73	1,531	93	74	60	Excellent	**92**
1753	IDAHO ST	Miller St	13th St	Collector	Asphalt	38	287	60	1,258	60	71	30	Good	**59**
1773	IDAHO ST	13th St	Lincoln St	Collector	Asphalt	34	396	75	1,579	66	73	30	Good	**65**
3660	IDAHO ST	Lincoln St	14th St	Collector	Asphalt	31	517	89	1,869	65	73	30	Good	**64**
1800	IDAHO ST	14th St	15th St	Collector	Asphalt	47	213	56	1,171	70	68	30	Good	**69**
3659	IDAHO ST	15th St	Delsol Ln	Collector	Asphalt	47	216	56	1,173	85	70	60	V Good	**84**
1809	IDAHO ST	Delsol Ln	16th St	Collector	Asphalt	47	235	61	1,277	86	73	60	Excellent	**85**
1830	IDAHO ST	16th St	17th St	Collector	Asphalt	48	353	93	1,955	78	69	30	V Good	**77**
1851	IDAHO ST	17th St	18th St	Collector	Asphalt	47	387	102	2,144	81	62	60	V Good	**80**
1873	IDAHO ST	18th St	19th St	Collector	Asphalt	48	625	167	3,506	87	60	60	Excellent	**86**
1871	IDAHO ST	19th St	2000	Collector	Asphalt	49	334	90	1,891	79	60	30	V Good	**78**
5695	IDAHO ST	East side of 600 21st St Entrance	End of Concrete	Collector	Asphalt	42	90	21	436	95	62	60	Excellent	**94**
5696	IDAHO ST	End of Concrete	21st St	Collector	Concrete	38	56	12	248	85	16	60	V Good	**84**
1868	IDAHO ST	2000	East Side of 600 21st St Entrance	Collector	Asphalt	46	133	34	715	81	71	60	V Good	**81**
3501	IMNAHA LN	18th St	Sunrise Terrace Ln	Local	Asphalt	33	687	126	2,644	90	81	60	Excellent	**89**
5715	INFINITY DR			Local	Asphalt	22	161	20	413	83	9	60	V Good	**83**
1715	JEFFERSON ST	Main St	F St	Local	Asphalt	31	264	45	953	93	76	60	Excellent	**92**
1735	JEFFERSON ST	F St	G St	Local	Asphalt	31	250	43	903	99	63	60	Excellent	**97**
2595	JUNIPER CT	Juniper Dr	900	Local	Asphalt	41	491	113	2,375	93	74	60	Excellent	**92**
2394	JUNIPER DR	16th Ave	17th Ave	Local	Asphalt	37	368	75	1,578	75	90	60	V Good	**75**
3364	JUNIPER DR	17th Ave	2420	Local	Asphalt	40	284	63	1,331	39	62	60	Poor	**38**
3232	JUNIPER DR	Nez Perce Dr	2800	Local	Asphalt	42	941	220	4,612	83	80	60	V Good	**82**
3233	JUNIPER DR	2800	Port Dr	Local	Asphalt	42	869	203	4,259	85	76	60	V Good	**84**
3923	JUNIPER DR	Port Dr	2970	Local	Asphalt	41	163	37	780	66	64	30	Good	**65**

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3231	JUNIPER DR	2900	Cypress St	Local	Asphalt	28	602	92	1,939	92	76	60	Excellent	**91**
3922	JUNIPER DR	Cypress St	Tamarack Dr	Local	Asphalt	33	467	86	1,800	96	92	60	Excellent	**95**
3229	JUNIPER DR	Tamarack Dr	Juniper Ct	Local	Asphalt	33	224	41	862	99	82	60	Excellent	**97**
3921	JUNIPER DR	Juniper Ct	Hawthorne St	Local	Asphalt	36	325	65	1,357	98	67	60	Excellent	**97**
3920	JUNIPER DR	Hawthorne St	Pine St	Local	Asphalt	41	230	52	1,100	89	73	60	Excellent	**89**
3230	JUNIPER DR	Pine St	Stewart Ave	Local	Asphalt	41	266	61	1,274	92	84	60	Excellent	**91**
2466	KARIN AVE	Carol Dr	Karin Ct	Local	Asphalt	36	500	99	2,076	84	68	60	V Good	**83**
3764	KARIN AVE	Karin Ct	400	Local	Asphalt	38	174	36	763	93	62	60	Excellent	**92**
2467	KARIN AVE	400	500	Local	Asphalt	36	252	51	1,062	98	56	60	Excellent	**97**
2484	KARIN AVE	500	21st Ave	Local	Asphalt	39	661	142	2,978	80	74	30	V Good	**79**
2465	KARIN CT	West End	300	Local	Asphalt	50	136	38	795	89	67	60	Excellent	**89**
3248	KARIN CT	300	Karin Ave	Local	Asphalt	33	164	30	623	95	64	60	Excellent	**94**
2667	KNOLLCREST CT	Knollcrest Dr	West End	Local	Asphalt	39	1,041	225	4,722	97	81	60	Excellent	**96**
2637	KNOLLCREST DR	2700	Valley Vista Blvd	Local	Asphalt	34	88	17	349	69	20	80	Good	**68**
2649	KNOLLCREST DR	Valley Vista Blvd	Crestline Circle Dr	Local	Asphalt	34	951	180	3,773	76	74	60	V Good	**75**
2657	KNOLLCREST DR	Crestline Circle Dr	Knollcrest Ct	Local	Asphalt	34	300	57	1,189	80	47	60	V Good	**79**
3772	KNOLLCREST DR	Knollcrest Ct	3100	Local	Asphalt	34	70	13	278	94	37	60	Excellent	**93**
2904	LAKEVIEW DR	Lakeview W	3900	Local	Asphalt	34	1,301	242	5,086	79	73	30	V Good	**78**
2942	LAKEVIEW DR	Foothill Dr	Fairway Dr	Local	Asphalt	34	1,055	201	4,221	97	72	60	Excellent	**96**
3795	LAKEVIEW DR	3900	Foothill Dr	Local	Asphalt	34	477	89	1,865	100	71	60	Excellent	**99**
7418	LAKEVIEW DR NORTH			Local	Asphalt	83	71	33	690	84	24	60	V Good	**83**
7417	LAKEVIEW DR W			Local	Asphalt	70	106	42	875	84	24	60	V Good	**84**
3631	LAPWAI RD	Mill Rd	E Main St	Arterial	Asphalt	60	78	26	543	62	2	60	Good	**61**
3633	LAPWAI RD	E Main St	E Main St	Arterial	Asphalt	60	262	87	1,832	42	48	60	Marginal	**40**
1776	LAPWAI RD	E Main St	400	Arterial	Asphalt	26	602	87	1,827	43	66	60	Marginal	**41**
1803	LAPWAI RD	400	500	Arterial	Asphalt	26	318	46	964	62	87	60	Good	**61**
1857	LAPWAI RD	500	600	Arterial	Asphalt	26	563	81	1,709	42	81	60	Marginal	**41**
1884	LAPWAI RD	600	700	Arterial	Asphalt	26	382	55	1,160	52	72	60	Fair	**50**
1928	LAPWAI RD	700	800	Arterial	Asphalt	26	419	61	1,272	54	73	60	Fair	**52**
1723	LINCOLN ST	Main St	F St	Local	Asphalt	30	264	44	925	79	53	60	V Good	**79**
1744	LINCOLN ST	F St	G St	Local	Asphalt	30	248	41	868	86	51	60	Excellent	**85**
1772	LINCOLN ST	G Street	Idaho St	Local	Asphalt	32	251	45	938	97	29	60	Excellent	**96**
92776	LINDEN AVE	4th St	5th St	Local	Asphalt	16	1,306	232	4,876	90	53	60	Excellent	**89**
3861	LINDEN AVE	5th St	5th St B	Local	Asphalt	19	331	34	714	94	73	60	Excellent	**93**
2777	LINDEN AVE	5th St B	5th St D	Local	Asphalt	20	347	38	788	86	54	60	Excellent	**85**
3860	LINDEN AVE	5th St D	5th St G	Local	Asphalt	20	432	48	1,007	84	62	60	V Good	**84**
3862	LINDEN AVE	5th St G	6th St	Local	Asphalt	21	201	23	481	80	66	60	V Good	**79**
2779	LINDEN AVE	6th St	7th St	Local	Asphalt	27	1,344	203	4,265	83	59	60	V Good	**82**
2780	LINDEN AVE	7th St	8th St	Local	Asphalt	18	1,320	128	2,695	82	67	60	V Good	**81**
3868	LINDEN AVE	8th St	8th St A	Local	Asphalt	32	181	32	675	80	67	60	V Good	**79**
2782	LINDEN AVE	8th St A	8th St E	Local	Asphalt	30	659	111	2,323	76	48	60	V Good	**75**
3869	LINDEN AVE	8th St E	8th St F	Local	Asphalt	19	173	18	373	83	56	60	V Good	**83**
3870	LINDEN AVE	8th St F	9th St	Local	Asphalt	16	334	30	624	92	61	60	Excellent	**91**

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2783	LINDEN AVE	9th St	10th St	Local	Asphalt	17	1,323	125	2,623	81	61	60	V Good	**80**
2785	LINDEN AVE	10th St	Thain Rd	Local	Asphalt	16	673	58	1,216	61	51	60	Good	**60**
4467	LINDEN AVE	Thain Rd	11th St	Local	Asphalt	34	666	124	2,607	93	62	60	Excellent	**93**
4019	LINDEN AVE	11th St	11th St C	Local	Asphalt	19	494	51	1,066	98	82	60	Excellent	**96**
2787	LINDEN AVE	11th St C	12th St	Local	Asphalt	15	825	70	1,473	95	61	60	Excellent	**95**
2790	LINDEN AVE	12th St	1300	Local	Asphalt	14	435	35	725	99	48	60	Excellent	**98**
4018	LINDEN AVE	14th St	14th St A	Local	Asphalt	20	206	23	480	91	61	60	Excellent	**91**
2792	LINDEN AVE	14th St A	15th St	Local	Asphalt	17	1,112	106	2,224	95	58	60	Excellent	**94**
2795	LINDEN AVE	15th St	16th St	Local	Asphalt	17	1,355	124	2,611	89	56	60	Excellent	**88**
2796	LINDEN DR	4th St	5th St	Local	Asphalt	24	1,320	173	3,632	76	69	60	V Good	**75**
2797	LINDEN DR	5th St B	610	Local	Asphalt	27	645	97	2,030	98	73	60	Excellent	**97**
2798	LINDEN DR	5th St G	6th St	Local	Asphalt	25	193	26	556	99	75	60	Excellent	**97**
2801	LINDEN DR	8th St	8th St A	Local	Asphalt	39	183	40	832	100	68	60	Excellent	**98**
2806	LINDEN DR	WEOR	12th St	Local	Asphalt	40	620	139	2,914	89	70	60	Excellent	**88**
4111	LINDSAY CREEK RD	3500	Burrell Ave	Local	Asphalt	24	461	61	1,290	100	83	60	Excellent	**99**
4112	LINDSAY CREEK RD	Burrell Ave	Cedar Ave	Local	Asphalt	24	392	52	1,097	100	82	60	Excellent	**99**
3496	LINDSAY CREEK RD	Cedar Ave	Grelle Ave	Local	Asphalt	24	736	98	2,060	99	76	60	Excellent	**98**
2793	LOCHSA CT	Reservoir Dr	EEOR	Local	Asphalt	78	133	57	1,204	85	37	60	Excellent	**85**
2606	MAGNOLIA ST	Tamarack Dr	Cypress St	Local	Asphalt	39	1,023	222	4,656	52	69	60	Fair	**51**
2577	MAGNOLIA ST	Cypress St	Tamarack Dr	Local	Asphalt	33	614	111	2,327	90	75	60	Excellent	**90**
1627	MAIN ST	Snake River Ave	Main St Access (from bridge to two lane)	Arterial	Asphalt	44	383	94	1,975	41	67	60	Marginal	**40**
3693	MAIN ST	Main St Access	Main St Access	Arterial	Asphalt	53	106	31	655	47	61	60	Marginal	**45**
3680	MAIN ST	Main St Access	220	Arterial	Asphalt	50	144	40	843	74	74	30	V Good	**72**
1611	MAIN ST	200	3rd St	Arterial	Asphalt	52	258	74	1,558	63	74	30	Good	**61**
1612	MAIN ST	3rd St	400	Arterial	Asphalt	42	331	78	1,635	54	80	60	Fair	**52**
1615	MAIN ST	400	5th St	Arterial	Asphalt	42	234	55	1,153	56	66	30	Fair	**54**
1620	MAIN ST	5th St	600	Arterial	Asphalt	47	348	91	1,918	55	65	60	Fair	**54**
1632	MAIN ST	600	7th St	Arterial	Asphalt	44	369	90	1,895	60	88	60	Good	**59**
1638	MAIN ST	7th St	8th St	Arterial	Asphalt	46	155	39	821	71	80	30	V Good	**70**
3566	MAIN ST	8th St	New 6th St	Arterial	Asphalt	47	233	61	1,277	75	91	30	V Good	**74**
3669	MAIN ST	New Sixth St	Temple Ln	Arterial	Asphalt	48	260	69	1,456	69	90	30	Good	**67**
1658	MAIN ST	Temple Ln	9th St	Arterial	Asphalt	52	230	66	1,384	84	74	60	V Good	**84**
1662	MAIN ST	9th St	10th St	Arterial	Asphalt	61	281	95	1,994	79	38	60	V Good	**78**
1673	MAIN ST	10th St	11th St	Arterial	Asphalt	61	389	131	2,749	87	43	60	Excellent	**86**
1678	MAIN ST	11th St	12th St	Arterial	Asphalt	61	381	128	2,692	81	50	60	V Good	**80**
1684	MAIN ST	12th St	13th St	Arterial	Asphalt	61	470	158	3,321	87	56	60	Excellent	**86**
3662	MAIN ST	13th St	Jefferson St	Arterial	Asphalt	55	372	114	2,388	79	60	60	V Good	**78**
1688	MAIN ST	Jefferson St	1429	Arterial	Asphalt	47	210	55	1,153	94	100	60	Excellent	**92**
3661	MAIN ST	1400	Lincoln St	Arterial	Asphalt	47	41	11	227	98	61	60	Excellent	**96**
1708	MAIN ST	Lincoln St	1500	Arterial	Asphalt	48	554	146	3,071	79	87	30	V Good	**78**
1713	MAIN ST	1500	Delsol Ln	Arterial	Asphalt	48	195	52	1,083	83	88	60	V Good	**82**
4484	MAIN ST	Delsol Ln	16th St	Arterial	Asphalt	49	230	62	1,300	87	76	60	Excellent	**86**
1724	MAIN ST	16th St	1700	Arterial	Asphalt	49	369	99	2,086	95	84	60	Excellent	**93**

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1729	MAIN ST	1700	18th St	Arterial	Asphalt	60	366	121	2,548	83	66	60	V Good	**82**
3465	MAIN ST	2000	2100	Local	Asphalt	37	86	17	365	82	48	60	V Good	**81**
3464	MAIN ST	2100	2200	Local	Asphalt	55	361	110	2,318	72	43	60	V Good	**72**
3236	MAIN ST ACCESS	1st St	Main St	Collector	Asphalt	25	212	29	617	77	65	60	V Good	**76**
3235	MAIN ST ACCESS	Levee Byp Access	Main St	Collector	Asphalt	17	573	53	1,103	62	71	60	Good	**61**
2921	MARINE VIEW CT	Marine View Dr	SEOR	Local	Asphalt	42	605	141	2,967	91	81	60	Excellent	**91**
2903	MARINE VIEW DR	Marine View	Ct Canyon Greens Ct	Local	Asphalt	34	724	135	2,832	92	82	60	Excellent	**91**
3807	MARINE VIEW DR	Canyon Greens Ct	WEOR	Local	Asphalt	34	374	70	1,461	91	78	60	Excellent	**90**
2925	MARINE VIEW DR	Marine View Ct	Duthie Blvd	Local	Asphalt	34	482	90	1,883	94	85	60	Excellent	**93**
2581	MAYFAIR CT	WEOR	700	Local	Asphalt	53	276	82	1,720	93	59	60	Excellent	**92**
2579	MAYFAIR CT	700	8th St	Local	Asphalt	30	122	20	427	100	69	60	Excellent	**99**
3766	MAYFAIR DR	2900	Mayfair Rdg	Local	Asphalt	30	58	10	203	93	75	60	Excellent	**92**
2615	MAYFAIR DR	Vineyard Dr	2800	Local	Asphalt	30	324	54	1,133	90	54	60	Excellent	**90**
3240	MAYFAIR DR	2800	2900	Local	Asphalt	30	727	121	2,546	94	76	60	Excellent	**93**
3241	MAYFAIR DR	Mayfair Rdg	3000	Local	Asphalt	31	981	169	3,547	86	75	60	Excellent	**86**
2700	MAYFAIR DR	3000	Mayfair Rdg	Local	Asphalt	31	119	21	431	86	62	60	Excellent	**85**
93762	MAYFAIR DR	Mayfair Rdg	3120	Local	Asphalt	31	197	34	712	79	51	60	V Good	**78**
2679	MAYFAIR RDG	Mayfair Dr	Riverview Ter	Local	Asphalt	31	428	74	1,548	92	66	60	Excellent	**91**
3762	MAYFAIR RDG	Riverview Ter	3000	Local	Asphalt	31	447	77	1,617	86	60	60	Excellent	**86**
2690	MAYFAIR RDG	3000	Mayfair Dr	Local	Asphalt	31	741	128	2,680	92	64	60	Excellent	**91**
2661	MEADOWLARK DR	2700	2800	Local	Asphalt	36	266	53	1,118	98	77	60	Excellent	**97**
2677	MEADOWLARK DR	2800	2900	Local	Asphalt	36	173	35	727	98	80	60	Excellent	**97**
3803	MEADOWLARK DR	2900	29th Ave	Local	Asphalt	36	27	5	112	77	49	60	V Good	**76**
2650	MEADOWLARK DR	Echo Hills Dr	2700	Local	Asphalt	36	377	75	1,584	100	61	60	Excellent	**99**
2686	MEADOWLARK DR	29th Ave	3006	Local	Asphalt	36	309	62	1,299	99	78	60	Excellent	**98**
2695	MEADOWLARK DR	3000	3100	Local	Asphalt	36	257	51	1,080	97	76	60	Excellent	**96**
2710	MEADOWLARK DR	3100	3200	Local	Asphalt	36	131	26	552	96	59	60	Excellent	**95**
2718	MEADOWLARK DR	3200	3300	Local	Asphalt	37	393	81	1,696	98	72	60	Excellent	**97**
2736	MEADOWLARK DR	3300	Echo Hills Dr	Local	Asphalt	37	443	91	1,914	93	74	60	Excellent	**92**
2741	MEADOWLARK DR	Echo Hills Dr	3500	Local	Asphalt	49	325	89	1,870	95	66	60	Excellent	**94**
3630	MILL RD	E Main St	Lapwai Rd	Arterial	Asphalt	55	187	57	1,201	81	72	60	V Good	**80**
1707	MILL RD	Lapwai Rd	Warren St	Arterial	Asphalt	54	355	107	2,237	67	71	30	Good	**65**
1669	MILL RD	Warren St	300	Arterial	Asphalt	51	801	227	4,769	59	72	30	Fair	**57**
3162	MILL RD	300	City Limits	Arterial	Asphalt	51	903	256	5,376	60	66	60	Good	**59**
1793	MILLER ST	Idaho St	Rigby Ln	Local	Asphalt	27	350	53	1,104	87	61	60	Excellent	**87**
1819	MILLER ST	Rigby Ln	11th St	Local	Asphalt	27	221	33	696	87	67	60	Excellent	**86**
3704	MILLER ST	11th St	520	Local	Asphalt	17	247	23	490	89	78	60	Excellent	**89**
3178	MILLER ST	500	10th St	Local	Asphalt	21	177	21	433	98	43	60	Excellent	**97**
1901	MILLER ST	10th St	7th Ave	Local	Asphalt	19	477	50	1,057	85	68	60	Excellent	**85**
4910	MONARCH WAY	Pioneer Dr	NEOR	Local	Asphalt	31	145	25	525	100	58	60	Excellent	**99**
2120	MORGAN AVE	11th St	12th St	Local	Asphalt	16	664	59	1,240	81	56	60	V Good	**80**
2121	MORGAN AVE	12th St	1300	Local	Asphalt	15	336	29	601	82	55	60	V Good	**81**
2122	MORGAN AVE	1300	14th St	Local	Asphalt	15	326	28	584	90	58	60	Excellent	**89**

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2696	N GARDEN CT	Pres	NEOR2	Local	Asphalt	17	1,269	122	2,570	73	46	60	V Good	**72**
2252	N ST	7th St	8th St	Local	Asphalt	24	370	49	1,035	53	52	60	Fair	**52**
2254	N ST	8th St	900	Local	Asphalt	27	354	53	1,103	88	55	60	Excellent	**88**
2256	N ST	900	10th St	Local	Asphalt	26	276	40	850	83	69	60	V Good	**82**
3746	N ST	10th St	10th St	Local	Asphalt	26	133	19	399	88	71	60	Excellent	**87**
2259	N ST	10th St	11th St	Local	Asphalt	27	195	29	603	84	58	60	V Good	**83**
3745	N ST	11th St	11th St	Local	Asphalt	26	186	26	554	84	75	60	V Good	**83**
2261	N ST	11th St	12th St	Local	Asphalt	27	382	58	1,222	62	70	60	Good	**61**
3744	N ST	12th St	12th St	Local	Asphalt	26	93	13	277	83	48	60	V Good	**82**
2263	N ST	12th St	13th St	Local	Asphalt	28	280	44	914	86	60	60	Excellent	**86**
2264	N ST	13th St	14th St	Local	Asphalt	26	383	56	1,180	71	62	60	V Good	**70**
3664	NEW SIXTH ST	Main St	F St	Local	Asphalt	34	185	35	731	84	24	60	V Good	**83**
1659	NEW SIXTH ST	F St	F St	Local	Asphalt	34	125	24	496	89	75	60	Excellent	**88**
1663	NEW SIXTH ST	F St	226	Local	Asphalt	36	129	26	543	90	66	60	Excellent	**89**
3668	NEW SIXTH ST	200	300	Local	Asphalt	36	23	5	95	82	25	60	V Good	**81**
3352	NEZ PERCE DR	Thain Grade	2200	Collector	Asphalt	42	210	48	1,017	79	43	60	V Good	**78**
3353	NEZ PERCE DR	2200	2300	Collector	Asphalt	42	397	92	1,922	78	68	30	V Good	**77**
3354	NEZ PERCE DR	2300	2400	Collector	Asphalt	42	418	96	2,022	76	66	30	V Good	**75**
3355	NEZ PERCE DR	2400	2500	Collector	Asphalt	42	204	47	989	80	60	60	V Good	**79**
3356	NEZ PERCE DR	2500	Pride Rock	Collector	Asphalt	42	162	37	783	79	65	30	V Good	**78**
3357	NEZ PERCE DR	Pride Rock	2700	Collector	Asphalt	42	344	80	1,688	77	64	30	V Good	**77**
3358	NEZ PERCE DR	2700	2800	Collector	Asphalt	42	368	86	1,801	78	79	30	V Good	**77**
3359	NEZ PERCE DR	2800	2900	Collector	Asphalt	42	475	111	2,328	80	81	60	V Good	**80**
3360	NEZ PERCE DR	2900	Juniper Dr	Collector	Asphalt	42	436	102	2,136	81	66	60	V Good	**80**
3234	NEZ PERCE GRADE	Nez Perce Dr	2200	Collector	Asphalt	57	526	167	3,497	78	52	60	V Good	**77**
2522	NEZ PERCE GRADE	2200	2300	Collector	Asphalt	48	654	174	3,650	79	73	60	V Good	**78**
2551	NEZ PERCE GRADE	2300	2400	Collector	Asphalt	38	415	88	1,841	77	67	30	V Good	**76**
2561	NEZ PERCE GRADE	2400	2500	Collector	Asphalt	38	484	102	2,147	74	70	30	V Good	**73**
2578	NEZ PERCE GRADE	2500	2600	Collector	Asphalt	38	316	67	1,399	70	66	30	V Good	**69**
2598	NEZ PERCE GRADE	2600	2700	Collector	Asphalt	38	311	66	1,380	70	80	60	V Good	**69**
2609	NEZ PERCE GRADE	2700	2800	Collector	Asphalt	38	146	31	649	70	61	60	V Good	**69**
2614	NEZ PERCE GRADE	2800	2900	Collector	Asphalt	38	164	35	728	74	80	60	V Good	**73**
2626	NEZ PERCE GRADE	2900	3000	Collector	Asphalt	38	209	44	928	72	78	30	V Good	**71**
2630	NEZ PERCE GRADE	3000	3100	Collector	Asphalt	38	183	39	813	73	78	30	V Good	**72**
2699	NEZ PERCE GRADE	3100	Preston Ave	Collector	Asphalt	38	1,294	273	5,738	71	75	30	V Good	**70**
1640	NORTH ST	3rd St	4th St	Local	Asphalt	24	410	55	1,148	80	61	60	V Good	**79**
1639	NORTH ST	4th St	500	Local	Asphalt	24	122	16	342	91	24	60	Excellent	**90**
2824	OCONNOR RD	4th St	200	Local	Asphalt	28	1,290	202	4,238	91	42	60	Excellent	**90**
3250	OCONNOR RD	200	300	Local	Asphalt	29	1,163	190	4,000	100	66	60	Excellent	**99**
3251	OCONNOR RD	300	400	Local	Asphalt	26	1,018	146	3,064	24	53	60	V Poor	**23**
3315	OCONNOR RD	400	500	Local	Asphalt	24	1,528	200	4,210	48	65	60	Marginal	**46**
2854	OCONNOR RD	500	600	Local	Asphalt	22	1,434	176	3,697	30	57	60	Poor	**29**
2905	OCONNOR RD	600	700	Local	Asphalt	22	1,023	126	2,638	26	48	60	Poor	**25**

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2915	OCONNOR RD	700	800	Local	Asphalt	25	1,210	167	3,509	66	74	60	Good	**65**
2962	OCONNOR RD	800	900	Local	Asphalt	31	2,526	430	9,040	99	87	60	Excellent	**97**
4860	OCONNOR RD	900	American Way	Local	Asphalt	27	478	71	1,490	100	90	60	Excellent	**99**
3012	OCONNOR RD	American Way	E O'conner	Local	Asphalt	27	254	38	792	84	81	60	V Good	**84**
4820	OCONNOR RD	E O'conner	Southport Ave	Local	Asphalt	27	467	69	1,457	98	93	60	Excellent	**97**
3158	OLD NORTH SOUTH HWY	20th St N	W 22nd St N	Local	Asphalt	31	598	103	2,159	93	62	60	Excellent	**92**
3612	OLD NORTH SOUTH HWY	W 22nd St N	Us Highway 128	Local	Asphalt	35	58	11	239	87	25	60	Excellent	**86**
2450	OLD ORCHARD CT	10th St	NEOR	Local	Asphalt	50	229	64	1,347	94	63	60	Excellent	**93**
1423	OLD SPIRAL HWY	1450	1500	Collector	Asphalt	41	407	93	1,944	82	77	60	V Good	**81**
1436	OLD SPIRAL HWY	1500	1600	Collector	Asphalt	42	477	111	2,331	83	82	60	V Good	**82**
3180	OLD SPIRAL HWY	1600	1700	Collector	Asphalt	42	530	123	2,577	89	79	60	Excellent	**88**
3181	OLD SPIRAL HWY	1700	1800	Collector	Asphalt	31	931	160	3,365	82	74	60	V Good	**82**
3179	OLD SPIRAL HWY	1800	1900	Collector	Asphalt	29	854	137	2,874	83	75	60	V Good	**83**
1428	OLD SPIRAL HWY	1900	Us Highway 128	Collector	Asphalt	44	605	146	3,070	86	80	60	Excellent	**85**
3193	PANORAMA DR	Hatwai Rd	2800	Local	Asphalt	24	491	64	1,346	100	74	60	Excellent	**98**
3685	PANORAMA DR	2800	Harvest Rd	Local	Asphalt	24	193	25	528	100	50	60	Excellent	**98**
3637	PANORAMA DR	Harvest Rd	Riverview St	Local	Asphalt	22	457	56	1,174	100	55	60	Excellent	**98**
2993	PAR CT	Fairway Dr	EEOR	Local	Asphalt	49	217	59	1,234	84	56	60	V Good	**83**
2723	PARK AVE	4th St	5th St	Local	Asphalt	15	1,322	112	2,350	83	44	60	V Good	**83**
2725	PARK AVE	5th St	6th St	Local	Asphalt	17	1,315	124	2,608	79	53	60	V Good	**79**
3906	PARK AVE	6th St	6th St C	Local	Asphalt	19	500	53	1,109	79	65	60	V Good	**78**
3907	PARK AVE	6th St C	6th St D	Local	Asphalt	16	192	17	359	91	56	60	Excellent	**90**
2727	PARK AVE	6th St D	7th St	Local	Asphalt	16	651	58	1,216	76	60	60	V Good	**76**
2730	PARK AVE	7th St	8th St	Local	Asphalt	18	1,319	128	2,693	70	52	30	Good	**69**
2732	PARK AVE	8th St	8th St E	Local	Asphalt	18	836	84	1,756	78	62	60	V Good	**77**
3911	PARK AVE	8th St E	8th St E	Local	Asphalt	18	54	5	111	59	47	60	Fair	**59**
3912	PARK AVE	8th St E	9th St	Local	Asphalt	18	452	44	923	68	57	60	Good	**67**
2735	PARK AVE	9th St	Thain Rd	Local	Asphalt	17	661	62	1,300	64	62	60	Good	**63**
4024	PARK AVE	Thain Rd	10th St	Local	Asphalt	17	661	62	1,311	92	62	60	Excellent	**91**
2738	PARK DR	4th St	EEOR	Local	Asphalt	37	787	160	3,361	97	61	60	Excellent	**96**
2739	PARK DR	8th St	900	Local	Asphalt	21	522	61	1,287	87	58	60	Excellent	**86**
1863	PARK ST	13th St	6th Ave	Local	Asphalt	30	789	132	2,762	89	57	60	Excellent	**88**
1910	PARK ST	6th Ave	7th Ave	Local	Asphalt	30	339	56	1,185	92	61	60	Excellent	**91**
4904	PARKRIDGE DR	Pioneer Dr	Alley A3491700	Local	Asphalt	31	160	27	577	99	56	60	Excellent	**97**
5716	PARKRIDGE DR			Local	Asphalt	30	143	24	501	95	69	60	Excellent	**94**
4903	PARKRIDGE WAY	SEOR	Pioneer Dr	Local	Asphalt	31	155	27	559	62	84	30	Good	**61**
4921	PATHFINDER WAY	Warner Ave	Eastview Ct	Local	Asphalt	37	286	59	1,249	100	73	60	Excellent	**99**
4919	PATHFINDER WAY	Eastview Ct	Compass Ct	Local	Asphalt	37	285	59	1,245	94	65	60	Excellent	**93**
5717	PATHFINDER WAY			Local	Asphalt	36	302	60	1,269	99	80	60	Excellent	**97**
5718	PATHFINDER WAY			Local	Asphalt	36	339	68	1,423	98	76	60	Excellent	**97**
5720	PATHFINDER WAY			Local	Asphalt	36	135	27	567	99	93	60	Excellent	**97**
4487	PEACH TREE LN	Burrell Ave	11th St	Local	Asphalt	30	535	89	1,876	96	75	60	Excellent	**95**
2624	PINE ST	Juniper Dr	900	Local	Asphalt	33	658	121	2,550	85	79	60	V Good	**84**

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3228	PINE ST	900	Hawthorne St	Local	Asphalt	33	507	94	1,965	85	75	60	Excellent	**85**
4909	PIONEER DR	WEOR	Monarch Way	Local	Asphalt	31	371	64	1,341	100	82	60	Excellent	**99**
4918	PIONEER DR	Monarch Way	Parkridge Way	Local	Asphalt	31	340	59	1,231	100	59	60	Excellent	**99**
4902	PIONEER DT	Parkridge Way	18th St	Local	Asphalt	31	619	107	2,237	98	79	60	Excellent	**97**
3017	POWERS AVE	10th St	10th St E	Local	Asphalt	22	787	96	2,021	81	55	60	V Good	**80**
3989	POWERS AVE	10th St E	11th St	Local	Asphalt	22	494	60	1,269	77	61	60	V Good	**77**
3018	POWERS AVE	11th St	11th St	Local	Asphalt	22	664	82	1,728	82	67	60	V Good	**81**
3987	POWERS AVE	11th St	12th St	Local	Asphalt	24	654	87	1,835	76	61	30	V Good	**76**
3019	POWERS AVE	12th St	13th St	Local	Asphalt	22	987	122	2,556	83	67	60	V Good	**82**
3986	POWERS AVE	13th St	13th St	Local	Asphalt	26	336	49	1,033	78	59	30	V Good	**77**
3021	POWERS AVE	13th St	Thain Rd	Local	Asphalt	27	1,244	185	3,877	91	64	60	Excellent	**90**
3982	POWERS AVE	14th St	14th St C	Collector	Asphalt	33	489	91	1,903	82	64	60	V Good	**81**
3022	POWERS AVE	14th St C	15th St	Collector	Asphalt	24	829	111	2,322	73	63	30	V Good	**72**
3983	POWERS AVE	15th St	16th St	Collector	Asphalt	26	1,413	207	4,353	52	61	60	Fair	**51**
4041	POWERS AVE	16th St	16th St	Collector	Asphalt	26	31	4	93	51	40	60	Fair	**49**
3026	POWERS AVE	16th St	16th St E	Collector	Asphalt	25	795	110	2,319	64	60	60	Good	**63**
4062	POWERS AVE	16th St E	17th St	Collector	Asphalt	25	499	68	1,425	74	63	60	V Good	**73**
3030	POWERS AVE	17th St	18th St	Collector	Asphalt	30	1,346	224	4,706	57	62	60	Fair	**56**
4063	POWERS AVE	18th St	18th St C	Collector	Asphalt	31	493	84	1,773	74	71	60	V Good	**73**
4064	POWERS AVE	18th St C	18th St E	Collector	Asphalt	30	329	55	1,152	74	70	30	V Good	**73**
3028	POWERS AVE	18th St E	19th St	Collector	Asphalt	30	499	83	1,746	77	68	60	V Good	**76**
3025	POWERS AVE	19th St	20th St	Collector	Asphalt	29	1,318	209	4,395	74	69	30	V Good	**73**
3031	POWERS AVE	20th St	21st St	Collector	Asphalt	24	1,334	178	3,740	78	71	60	V Good	**77**
3032	POWERS AVE	21st St	22nd St	Collector	Asphalt	21	1,298	150	3,157	71	66	30	V Good	**70**
3035	POWERS AVE	22nd St	City Limits	Collector	Asphalt	20	1,320	143	3,003	80	71	60	V Good	**79**
3040	POWERS DR	18th St	19th St	Local	Asphalt	34	1,319	245	5,155	84	83	60	V Good	**83**
3037	POWERS DR	19th St	20th St	Local	Asphalt	34	1,323	246	5,170	95	79	60	Excellent	**94**
3039	POWERS DR	20th St	EEOR	Local	Asphalt	38	645	136	2,864	81	68	60	V Good	**80**
2702	PRESTON AVE	West End	West End To 300	Local	Asphalt	27	914	135	2,835	100	65	60	Excellent	**99**
3805	PRESTON AVE	300	Preston Dr	Local	Asphalt	30	510	85	1,786	93	56	60	Excellent	**92**
2701	PRESTON AVE	Pres	4th St	Local	Asphalt	25	810	113	2,363	87	55	60	Excellent	**87**
2694	PRESTON AVE	4th St	Cherry Tree Cir	Collector	Asphalt	27	257	39	811	86	60	60	Excellent	**85**
4793	PRESTON AVE	Cherry Tree Cir	4th St D	Collector	Asphalt	25	398	56	1,168	87	66	60	Excellent	**86**
3819	PRESTON AVE	4th St D	5th St	Collector	Asphalt	33	668	123	2,586	86	49	60	Excellent	**85**
2697	PRESTON AVE	5th St	S Garden Ct	Collector	Asphalt	36	497	99	2,073	61	49	60	Good	**60**
3854	PRESTON AVE	S Garden Ct	Canyon Pl	Collector	Asphalt	36	188	37	779	68	53	60	Good	**67**
3855	PRESTON AVE	Canyon Pl	S Garden Ct	Collector	Asphalt	36	140	28	580	74	62	60	V Good	**74**
3856	PRESTON AVE	S Garden Ct	Nez Perce Grade	Collector	Asphalt	36	164	32	678	74	57	60	V Good	**73**
3857	PRESTON AVE	Nez Perce Grade	6th St	Collector	Asphalt	34	324	61	1,279	84	66	60	V Good	**83**
3902	PRESTON AVE	6th St	6th St C	Collector	Asphalt	25	505	69	1,447	91	70	60	Excellent	**90**
2703	PRESTON AVE	6th St C	7th St	Collector	Asphalt	23	845	106	2,219	91	79	60	Excellent	**90**
3903	PRESTON AVE	7th St	7th St C	Collector	Asphalt	24	519	69	1,445	87	70	60	Excellent	**86**
2705	PRESTON AVE	7th St C	8th St	Collector	Asphalt	25	792	109	2,286	93	73	60	Excellent	**92**

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3905	PRESTON AVE	8th St	8th St C	Collector	Asphalt	23	508	65	1,364	86	76	60	Excellent	**85**
2711	PRESTON AVE	8th St C	Thain Rd	Collector	Asphalt	28	839	132	2,767	60	61	60	Fair	**59**
2712	PRESTON AVE	Thain Rd	10th St	Local	Asphalt	26	1,328	191	4,016	70	65	60	V Good	**69**
1671	PROSPECT AVE	Prospect Blvd	2nd Ave	Local	Asphalt	26	327	47	992	98	75	60	Excellent	**97**
1704	PROSPECT AVE	2nd Ave	3rd Ave	Local	Asphalt	26	466	67	1,413	93	72	60	Excellent	**92**
1738	PROSPECT AVE	3rd Ave	4th Ave	Collector	Asphalt	32	396	70	1,477	96	74	60	Excellent	**95**
1781	PROSPECT AVE	4th Ave	5th Ave	Collector	Asphalt	27	389	57	1,202	94	88	60	Excellent	**93**
1834	PROSPECT AVE	5th Ave	6th Ave	Collector	Asphalt	33	381	70	1,467	95	82	60	Excellent	**94**
1883	PROSPECT AVE	6th Ave	7th Ave	Collector	Asphalt	32	378	67	1,411	83	71	60	V Good	**83**
1933	PROSPECT AVE	7th Ave	8th Ave	Collector	Asphalt	32	381	67	1,402	86	93	60	Excellent	**85**
1985	PROSPECT AVE	8th Ave	9th Ave	Collector	Asphalt	38	379	79	1,668	95	92	60	Excellent	**94**
2031	PROSPECT AVE	9th Ave	10th Ave	Collector	Asphalt	32	381	67	1,400	92	85	60	Excellent	**91**
2071	PROSPECT AVE	10th Ave	11th Ave	Collector	Asphalt	32	401	70	1,476	83	81	60	V Good	**83**
3209	PROSPECT AVE	11th Ave	1200	Collector	Asphalt	37	333	69	1,439	84	56	60	V Good	**83**
2170	PROSPECT AVE	1200	13th Ave	Collector	Asphalt	31	343	60	1,256	87	70	60	Excellent	**86**
2214	PROSPECT AVE	13th Ave	14th Ave	Collector	Asphalt	49	374	101	2,118	90	72	60	Excellent	**89**
2242	PROSPECT AVE	14th Ave	W 15th Ave	Collector	Asphalt	37	365	74	1,557	90	72	60	Excellent	**89**
2283	PROSPECT AVE	W 15th Ave	W 16th Ave	Collector	Asphalt	24	344	46	964	92	74	60	Excellent	**91**
2322	PROSPECT AVE	W 16th Ave	W 17th Ave	Collector	Asphalt	24	355	47	993	92	71	60	Excellent	**91**
2360	PROSPECT AVE	W 17th Ave	W 18th Ave	Collector	Asphalt	24	342	46	958	91	62	60	Excellent	**90**
2397	PROSPECT AVE	W 18th Ave	W 19th Ave	Collector	Asphalt	24	336	45	942	92	69	60	Excellent	**91**
2449	PROSPECT AVE	W 19th Ave	SEOR	Collector	Asphalt	14	375	29	613	74	64	60	V Good	**74**
1629	PROSPECT BLVD	Prospect Ave	3rd St	Local	Asphalt	18	574	56	1,172	96	66	60	Excellent	**95**
1651	PROSPECT BLVD	3rd St	EEOR	Local	Asphalt	17	575	54	1,141	98	63	60	Excellent	**97**
2808	QUAIL RUN DR	1520	16th St	Local	Asphalt	41	559	128	2,691	98	82	60	Excellent	**97**
3625	RAILROAD AVE ACCESS	23rd St	Railroad Ave	Local	Asphalt	28	252	39	820	32	8	60	Poor	**31**
2540	REGENCE CT	700	Port Dr	Local	Asphalt	24	613	82	1,732	87	72	60	Excellent	**86**
2767	RESERVOIR CT	Reservoir Dr	EEOR	Local	Asphalt	68	123	46	974	87	22	60	Excellent	**86**
2791	RESERVOIR DR	SelwayCt	SelwyDr	Local	Asphalt	35	466	89	1,877	88	71	60	Excellent	**88**
3790	RESERVOIR DR	LochsaCt	SelwayCt	Local	Asphalt	35	102	20	411	85	76	60	Excellent	**84**
3791	RESERVOIR DR	Lochsa Ct	200	Local	Asphalt	35	177	34	711	85	59	60	V Good	**84**
2781	RESERVOIR DR	200	300	Local	Asphalt	35	415	79	1,669	80	72	60	V Good	**80**
3786	RESERVOIR DR	300	Reservoir Ct	Local	Asphalt	34	149	28	590	93	72	60	Excellent	**92**
2763	RESERVOIR DR	Reservoir Ct	Shiloh Dr	Local	Asphalt	34	634	120	2,514	99	70	60	Excellent	**98**
3104	RICHARDSON AVE	10th St	11th St	Local	Asphalt	33	1,684	312	6,544	86	77	60	Excellent	**86**
3975	RICHARDSON AVE	11th St	1154	Local	Asphalt	33	69	13	269	100	76	60	Excellent	**99**
3976	RICHARDSON AVE	1100	11th St	Local	Asphalt	33	159	29	618	85	92	60	V Good	**84**
3106	RICHARDSON AVE	11th St	1204	Local	Asphalt	33	688	125	2,622	90	81	60	Excellent	**89**
3980	RICHARDSON AVE	1200	12th St A	Local	Asphalt	19	134	14	297	89	45	60	Excellent	**88**
3108	RICHARDSON AVE	13th St	EEOR	Local	Asphalt	19	500	53	1,104	85	74	60	Excellent	**84**
3109	RICHARDSON AVE	14th St	15th St	Local	Asphalt	15	1,310	110	2,301	62	62	60	Good	**61**
3111	RICHARDSON AVE	16th St	17th St	Local	Asphalt	20	1,329	148	3,100	90	67	60	Excellent	**89**
3112	RICHARDSON AVE	1700	Barr Rd	Local	Asphalt	20	1,440	160	3,359	65	60	60	Good	**64**

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3493	RIDGEWATER DR	Duthie Blvd	Duthie Dr	Local	Asphalt	38	1,625	347	7,278	97	85	60	Excellent	**96**
3494	RIDGEWATER DR	Duthie Dr	4100	Local	Asphalt	33	86	16	334	92	60	60	Excellent	**91**
2445	RIDGEWAY DR	18th Ave	1900	Local	Asphalt	31	353	61	1,275	96	66	60	Excellent	**95**
2470	RIDGEWAY DR	1900	2000	Local	Asphalt	31	335	58	1,211	80	70	60	V Good	**80**
2490	RIDGEWAY DR	2000	2100	Local	Asphalt	31	328	57	1,187	94	71	60	Excellent	**93**
2508	RIDGEWAY DR	2100	21st Ave	Local	Asphalt	28	265	41	868	97	63	60	Excellent	**96**
1794	RIGBY LANE	Miller St	WEOR 2	Local	Asphalt	24	274	36	766	100	40	60	Excellent	**99**
3072	RIPON AVE	10th St	11th St	Local	Asphalt	23	1,931	247	5,193	87	64	60	Excellent	**86**
4031	RIPON AVE	11th St	11th St E	Local	Asphalt	24	817	111	2,335	91	83	60	Excellent	**90**
3073	RIPON AVE	11th St E	13th St	Local	Asphalt	23	821	103	2,163	100	79	60	Excellent	**99**
3981	RIPON AVE	13th St	13th St C	Local	Asphalt	26	498	72	1,522	90	73	60	Excellent	**90**
3977	RIPON AVE	13th St C	13th St D	Local	Asphalt	28	340	53	1,109	100	86	60	Excellent	**99**
3074	RIPON AVE	13th St D	14th St	Local	Asphalt	24	847	112	2,342	100	86	60	Excellent	**99**
3978	RIPON AVE	14th St	Ripon Ave EB	Local	Asphalt	22	310	38	796	94	57	60	Excellent	**93**
3075	RIPON AVE	14th Tl	14th St E	Arterial	Asphalt	35	520	100	2,099	56	72	30	Fair	**54**
3979	RIPON AVE	14th St E	15th St	Arterial	Asphalt	36	496	99	2,081	51	57	30	Fair	**48**
3076	RIPON AVE	15th St	15th St E	Arterial	Asphalt	35	820	158	3,320	55	61	30	Fair	**53**
4069	RIPON AVE	15th St E	16th St	Arterial	Asphalt	33	529	97	2,037	58	59	30	Fair	**56**
3078	RIPON AVE	16th St	17th St	Arterial	Asphalt	32	1,322	235	4,936	65	66	30	Good	**63**
3458	RIPON AVE	17th St	Barr St	Arterial	Asphalt	29	427	69	1,446	54	54	60	Fair	**52**
3459	RIPON AVE	Barr St	18th St	Local	Asphalt	24	908	123	2,589	69	57	60	Good	**68**
3080	RIPON AVE	20th St	21st St	Local	Asphalt	27	1,321	197	4,147	93	67	60	Excellent	**92**
3081	RIPON AVE	21st St	22nd St	Local	Asphalt	18	1,322	132	2,780	90	82	60	Excellent	**90**
3943	RIPON AVE	14th St	Ripon Ave SB	Local	Asphalt	38	446	94	1,979	78	71	60	V Good	**77**
3084	RIPON DR	21st St	WEOR	Local	Asphalt	17	695	65	1,373	49	53	60	Marginal	**48**
1439	RIVERVIEW ST	Panorama Dr	Short St	Local	Asphalt	22	836	104	2,191	99	57	60	Excellent	**98**
2654	RIVERVIEW TER	Mayfair Rdg	3000	Local	Asphalt	31	404	70	1,463	92	65	60	Excellent	**91**
2715	S GARDEN CT	Pres	So Garden Ct. West	Local	Asphalt	18	430	43	907	78	66	60	V Good	**77**
2716	S GARDEN CT	SGC	WEOR	Local	Asphalt	18	153	16	328	97	38	60	Excellent	**96**
3852	S GARDEN CT	So Gardent Ct. W	E	Local	Asphalt	17	329	32	664	90	55	60	Excellent	**89**
3853	S GARDEN CT	SGC	EEOR	Local	Asphalt	18	165	17	354	95	45	60	Excellent	**94**
3859	S GARDEN CT	Pres	So Garden Ct East 1	Local	Asphalt	18	216	22	456	91	67	60	Excellent	**90**
2717	S GARDEN CT	Pres	So Garden Ct East 2	Local	Asphalt	18	216	22	456	92	58	60	Excellent	**91**
1748	SAINT JOHNS WAY	5th St	4th Ave	Local	Asphalt	44	573	138	2,906	87	72	60	Excellent	**86**
2656	SEAPORT DR	W Larkspur Ln	2500	Local	Asphalt	35	388	75	1,583	95	64	60	Excellent	**94**
2648	SEAPORT DR	2500	W Swallows View Dr	Local	Asphalt	36	298	60	1,253	99	73	60	Excellent	**98**
3801	SEAPORT DR	W Swallows View Dr	2600	Local	Asphalt	36	202	40	847	96	62	60	Excellent	**95**
2681	SEAPORT DR	2600	2700	Local	Asphalt	36	433	87	1,817	100	72	60	Excellent	**99**
2688	SEAPORT DR	2800	W Larkspur Ln	Local	Asphalt	36	281	56	1,180	100	71	60	Excellent	**99**
2692	SEAPORT DR	W Larkspur Ln	Echo Hills Dr	Local	Asphalt	36	449	90	1,887	99	70	60	Excellent	**97**
2799	SELWAY CT	Reservoir Dr	WEOR	Local	Asphalt	80	140	62	1,305	85	36	60	Excellent	**84**
2756	SELWAY DR	Shiloh Dr	WEOR	Local	Asphalt	40	577	129	2,709	98	81	60	Excellent	**97**
2803	SELWAY DR	Shiloh Dr	W Reservoir Dr	Local	Asphalt	35	1,020	195	4,103	99	73	60	Excellent	**98**

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3163	SEWER PLANT RD	12th St N	WEOR	Local	Asphalt	19	1,225	129	2,715	53	60	60	Fair	**52**
3314	SHILOH DR	Selway Dr	Reservoir Dr	Local	Asphalt	38	745	155	3,257	89	64	60	Excellent	**88**
3815	SHILOH DR	Reservoir Dr	200	Local	Asphalt	39	106	23	475	93	63	60	Excellent	**92**
3253	SHILOH DR	200	North End	Local	Asphalt	39	84	18	376	100	77	60	Excellent	**99**
1417	SHORT ST	Harvest Rd	Riverview St	Local	Asphalt	12	150	10	210	97	51	60	Excellent	**95**
1865	SILCOTT CT	500	6th Ave	Local	Asphalt	43	215	52	1,087	89	84	60	Excellent	**88**
1751	SILCOTT ST	E Main St	200	Local	Asphalt	28	386	59	1,245	96	66	60	Excellent	**95**
1754	SILCOTT ST	200	300	Local	Asphalt	21	231	27	575	67	70	30	Good	**66**
1813	SILCOTT ST	300	400	Local	Asphalt	21	243	29	605	100	74	60	Excellent	**98**
4840	SILCOTT ST	400	5th Ave	Local	Asphalt	21	90	11	225	92	44	60	Excellent	**91**
1866	SILCOTT ST	5th Ave	6th Ave	Local	Asphalt	29	345	56	1,166	89	63	60	Excellent	**89**
2658	SKYLINE DR	Vista Ave	Stewart Ave	Local	Asphalt	17	838	79	1,661	92	42	60	Excellent	**92**
2683	SKYLINE DR	300	Vista Ave	Local	Asphalt	15	343	28	593	61	41	60	Good	**60**
3695	SNAKE RIVER AVE	Levee Byp Access	200	Arterial	Asphalt	38	168	36	749	72	63	30	V Good	**70**
1705	SNAKE RIVER AVE	200	300	Arterial	Asphalt	36	400	80	1,680	67	81	30	Good	**65**
1737	SNAKE RIVER AVE	300	400	Arterial	Asphalt	36	434	87	1,824	65	85	30	Good	**63**
1779	SNAKE RIVER AVE	400	500	Arterial	Asphalt	36	402	80	1,688	60	87	30	Good	**58**
1835	SNAKE RIVER AVE	500	600	Arterial	Asphalt	36	272	54	1,142	63	91	30	Good	**61**
1875	SNAKE RIVER AVE	600	H St	Arterial	Asphalt	36	275	55	1,153	63	87	30	Good	**61**
1932	SNAKE RIVER AVE	H St	800	Arterial	Asphalt	31	397	68	1,436	70	74	30	Good	**68**
1983	SNAKE RIVER AVE	800	900	Arterial	Asphalt	30	578	96	2,024	60	84	30	Fair	**58**
2030	SNAKE RIVER AVE	900	1000	Arterial	Asphalt	30	219	37	767	61	72	30	Good	**59**
2076	SNAKE RIVER AVE	1000	11th Ave	Arterial	Asphalt	31	474	82	1,715	59	78	30	Fair	**57**
2123	SNAKE RIVER AVE	11th Ave	1200	Arterial	Asphalt	29	331	53	1,121	65	91	30	Good	**64**
2166	SNAKE RIVER AVE	1200	1300	Arterial	Asphalt	29	339	55	1,148	72	96	30	V Good	**70**
2211	SNAKE RIVER AVE	1300	1400	Arterial	Asphalt	29	336	54	1,137	72	100	30	V Good	**70**
2240	SNAKE RIVER AVE	1400	1500	Arterial	Asphalt	29	338	54	1,143	74	89	30	V Good	**72**
2286	SNAKE RIVER AVE	1500	1600	Arterial	Asphalt	29	345	56	1,166	69	100	30	Good	**67**
4844	SNAKE RIVER AVE			Arterial	Concrete	34	174	33	688	86	59	60	Excellent	**85**
2472	SNAKE RIVER AVE	2010	2110 RA South	Arterial	Asphalt	43	428	102	2,145	75	77	30	V Good	**73**
2510	SNAKE RIVER AVE	2100	2200	Arterial	Asphalt	32	485	86	1,812	76	72	30	V Good	**75**
4843	SNAKE RIVER AVE			Arterial	Concrete	34	126	24	496	98	52	60	Excellent	**97**
2320	SNAKE RIVER AVE	1600	1700	Arterial	Asphalt	29	319	51	1,078	72	100	30	V Good	**70**
2357	SNAKE RIVER AVE	1700	1800	Arterial	Asphalt	29	333	54	1,127	69	100	30	Good	**67**
2396	SNAKE RIVER AVE	1800	1900	Arterial	Asphalt	28	363	57	1,202	68	83	30	Good	**66**
2446	SNAKE RIVER AVE	1900	2000 RA North	Arterial	Asphalt	27	340	52	1,082	70	67	30	V Good	**68**
4842	SNAKE RIVER AVE			Arterial	Concrete	15	100	8	170	91	38	60	Excellent	**90**
1717	SNAKE RIVER GRADE	Main St Access	Prospect Ave	Collector	Asphalt	32	770	135	2,829	71	52	30	V Good	**71**
7413	SOUTHPORT AVE	O'Conner Rd	SEOR	Local	Asphalt	27	2,431	365	7,658	79	91	60	V Good	**78**
7394	SOUTHPORT AVE	Airpointe	6th St Grd	Collector	Asphalt	27	518	76	1,602	98	88	60	Excellent	**97**
2448	SOUTHWAY AVE	Snake River Ave RA	1st St	Arterial	Asphalt	49	452	124	2,606	76	77	30	V Good	**75**
3741	SOUTHWAY AVE	1st St	1st St	Arterial	Asphalt	38	240	50	1,048	67	69	30	Good	**66**
2438	SOUTHWAY AVE	1st St	200	Arterial	Asphalt	30	394	66	1,385	71	83	30	V Good	**69**

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3212	SOUTHWAY AVE	200	300	Arterial	Asphalt	27	357	54	1,124	69	81	30	Good	**67**
4816	SOUTHWAY AVE	300	Carol Dr	Arterial	Asphalt	27	123	18	386	67	77	30	Good	**66**
2395	SOUTHWAY AVE	Carol Dr	400	Arterial	Asphalt	27	473	71	1,491	67	90	30	Good	**65**
3213	SOUTHWAY AVE	400	500	Arterial	Asphalt	27	375	56	1,182	64	92	30	Good	**63**
3214	SOUTHWAY AVE	500	Southway Dr	Arterial	Asphalt	33	460	85	1,775	70	74	30	V Good	**69**
2308	SOUTHWAY AVE	Southway Dr	7th St	Arterial	Asphalt	62	561	192	4,028	85	76	60	V Good	**84**
2306	SOUTHWAY DR	5th St	Southway Ave	Local	Asphalt	24	470	63	1,317	93	63	60	Excellent	**92**
2575	SPRUCE ST	Cypress St	Tamarack Dr	Local	Asphalt	34	588	109	2,299	89	83	60	Excellent	**88**
3141	STEELHEAD WAY	800	Frontage Rd	Local	Asphalt	28	318	49	1,039	97	75	60	Excellent	**95**
3476	STEWART AVE	Vineyard Ave	WEOR	Local	Asphalt	31	533	92	1,929	84	30	60	V Good	**84**
3752	STEWART AVE	4th St	14th St	Local	Asphalt	27	194	29	611	92	47	60	Excellent	**92**
3754	STEWART AVE	14th St	4th St C	Local	Asphalt	31	296	52	1,085	90	61	60	Excellent	**89**
3273	STEWART AVE	4th St C	5th St	Local	Asphalt	29	829	134	2,805	86	62	60	Excellent	**86**
2632	STEWART AVE	6th St	WEOR	Local	Asphalt	17	246	23	488	82	53	60	V Good	**81**
3925	STEWART AVE	6th St	6th St B	Local	Asphalt	26	345	50	1,057	93	74	60	Excellent	**92**
2641	STEWART AVE	6th St B	7th St	Local	Asphalt	26	1,000	146	3,070	86	69	60	Excellent	**85**
2642	STEWART AVE	7th St	EEOR	Local	Asphalt	14	191	15	312	70	48	60	Good	**69**
3569	STEWART AVE	8th St	WEOR	Local	Asphalt	16	477	41	869	99	62	60	Excellent	**97**
3889	STEWART AVE	8th St	Thain Rd	Collector	Asphalt	42	271	62	1,310	82	37	60	V Good	**81**
3890	STEWART AVE	Thain Rd	Juniper Dr	Collector	Asphalt	48	463	122	2,568	63	54	60	Good	**61**
2644	STEWART AVE	Juniper Dr	9th St	Collector	Asphalt	42	611	143	2,994	68	77	30	Good	**67**
3891	STEWART AVE	9th St	Hawthorne St	Collector	Asphalt	43	523	123	2,592	77	77	30	V Good	**77**
3892	STEWART AVE	Hawthorne St	Cypress St	Collector	Asphalt	43	306	72	1,518	79	77	30	V Good	**78**
2645	STEWART AVE	Cypress St	10th St	Collector	Asphalt	43	493	116	2,445	73	77	30	V Good	**72**
3751	STEWART AVE	Skyline Dr	4th St	Local	Asphalt	23	108	14	289	88	41	60	Excellent	**87**
2659	STEWART DR	Vista Ave	4th St	Local	Asphalt	23	518	66	1,389	86	58	60	Excellent	**86**
3513	SUNRISE CT	18th St	1900	Local	Asphalt	51	300	84	1,771	92	59	60	Excellent	**91**
3500	SUNRISE TERRACE LN	Grande Ronde Ct	Imnaha Ln	Local	Asphalt	33	387	71	1,489	91	78	60	Excellent	**90**
3502	SUNRISE TERRACE LN	Imnaha Ln	Alley	Local	Asphalt	33	388	71	1,495	91	76	60	Excellent	**90**
3505	SUNRISE TERRACE LN	Alley	Clearview Point Dr	Local	Asphalt	33	171	31	660	100	80	60	Excellent	**99**
2037	SUNSET CT	Sunset Dr	NEOR	Local	Asphalt	68	181	68	1,429	92	71	60	Excellent	**91**
2067	SUNSET DR	9th Ave	2200	Local	Asphalt	35	379	74	1,549	94	70	60	Excellent	**93**
2068	SUNSET DR	2200	2300	Local	Asphalt	35	168	33	686	97	91	60	Excellent	**96**
3216	SUNSET DR	2300	24th St	Local	Asphalt	35	557	108	2,275	92	78	60	Excellent	**91**
2029	SUNSET DR	24th St	2500	Local	Asphalt	36	248	50	1,040	98	64	60	Excellent	**97**
2028	SUNSET DR	2500	26th St	Local	Asphalt	36	248	50	1,041	100	74	60	Excellent	**99**
3219	SUNSET DR	26th St	2700	Local	Asphalt	36	382	76	1,603	85	73	60	Excellent	**85**
2038	SUNSET DR	2700	Sunset Ct	Local	Asphalt	36	226	45	948	91	81	60	Excellent	**90**
3715	SUNSET DR	Sunset Ct	2824	Local	Asphalt	36	132	26	555	93	83	60	Excellent	**92**
2069	SUNSET DR	2800	29th St	Local	Asphalt	36	342	68	1,435	80	76	60	V Good	**79**
2754	SYRINGA DR	W Shiloh Dr	NEOR	Local	Asphalt	35	243	47	979	90	42	60	Excellent	**89**
3787	SYRINGA DR	W Shiloh Dr	W Shiloh Ct	Local	Asphalt	35	287	55	1,156	85	65	60	V Good	**84**
2772	SYRINGA DR	W Shiloh Ct	W Syringa Ct	Local	Asphalt	35	434	83	1,748	86	70	60	Excellent	**85**

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3788	SYRINGA DR	W Syringa Ct	W Reservoir Dr	Local	Asphalt	35	288	55	1,160	91	71	60	Excellent	**90**
2583	TAMARACK DR	Juniper Dr	Magnolia St	Local	Asphalt	24	755	102	2,142	68	67	60	Good	**67**
3940	TAMARACK DR	Magnolia St	Spruce St	Local	Asphalt	34	183	34	714	88	74	60	Excellent	**87**
3325	TAMARACK DR	Spruce St	Cypress St	Local	Asphalt	34	729	136	2,850	84	85	60	V Good	**83**
3326	TAMARACK DR	Cypress St	EEOR	Local	Asphalt	43	516	123	2,573	88	59	60	Excellent	**87**
1653	TEMPLE LN	Main St	D St	Local	Asphalt	19	331	35	737	47	0	80	Marginal	**45**
3945	THAIN	Powers RaB	NW Quarter of Roundabout	Arterial	Concrete	35	105	20	424	96	34	60	Excellent	**95**
4967	THAIN	Powers RaB	SW Quarter of Roundabout	Arterial	Concrete	40	76	17	357	100	49	60	Excellent	**99**
3942	THAIN	Powers RaB	SE Quarter of Roundabout	Arterial	Concrete	37	88	18	378	100	43	60	Excellent	**99**
3985	THAIN	Powers RaB	NE Quarter of Roundabout	Arterial	Concrete	38	109	23	480	100	60	60	Excellent	**99**
2473	THAIN GRADE	21st St	2000	Arterial	Asphalt	81	266	120	2,522	63	63	60	Good	**61**
2492	THAIN GRADE	2000	Nez Perce Dr	Arterial	Asphalt	88	350	171	3,593	64	76	60	Good	**62**
4817	THAIN GRADE	Pride Rock	2425	Arterial	Asphalt	89	51	25	528	59	69	30	Fair	**57**
2514	THAIN GRADE	Nez Perce Dr	2200	Arterial	Asphalt	89	371	184	3,857	53	75	60	Fair	**51**
2521	THAIN GRADE	2200	2300	Arterial	Asphalt	89	563	278	5,843	57	74	60	Fair	**55**
2538	THAIN GRADE	2300	Pride Rock	Arterial	Asphalt	89	525	260	5,452	60	93	30	Good	**58**
3946	THAIN GRADE	2425	2500	Arterial	Asphalt	78	300	129	2,709	62	97	30	Good	**60**
2562	THAIN GRADE	2500	2600	Arterial	Asphalt	58	445	143	2,996	61	87	60	Good	**60**
2569	THAIN GRADE	2600	2700	Arterial	Asphalt	53	362	107	2,240	60	91	30	Fair	**58**
2586	THAIN GRADE	2700	2800	Arterial	Asphalt	55	466	143	3,005	64	93	30	Good	**63**
2607	THAIN GRADE	2800	2900	Arterial	Asphalt	62	452	156	3,268	69	93	30	Good	**67**
2629	THAIN GRADE	2900	3000	Arterial	Asphalt	69	469	179	3,767	68	94	30	Good	**66**
2643	THAIN GRADE	3000	Stewart Ave.	Arterial	Asphalt	74	153	63	1,314	64	76	30	Good	**62**
3898	THAIN RD	Stewart Ave	Vista Ave	Arterial	Asphalt	59	815	266	5,590	56	68	30	Fair	**54**
2672	THAIN RD	Vista Ave	Preston Ave.	Arterial	Asphalt	50	928	259	5,436	64	68	60	Good	**62**
4022	THAIN RD	Pres	Park Ave	Arterial	Asphalt	50	941	263	5,518	64	78	60	Good	**62**
2734	THAIN RD	Park Ave	Warner Ave	Arterial	Asphalt	48	673	178	3,739	59	72	60	Fair	**57**
4023	THAIN RD	Warner Ave	10th St	Arterial	Asphalt	57	316	99	2,085	61	71	60	Good	**60**
2753	THAIN RD	10th St	Linden Ave	Arterial	Asphalt	50	916	254	5,340	53	77	30	Fair	**50**
3988	THAIN RD	Linden Ave	Bryden Ave	Arterial	Asphalt	50	941	263	5,525	53	72	30	Fair	**51**
4006	THAIN RD	Bryden Ave	Airway Ave	Arterial	Asphalt	50	933	260	5,458	50	73	60	Marginal	**48**
4007	THAIN RD	Airway Ave	Airway Ave	Arterial	Asphalt	48	68	18	378	59	50	60	Fair	**58**
2859	THAIN RD	Airway Ave	Burrell Ave	Arterial	Asphalt	51	871	245	5,140	51	70	30	Fair	**49**
2926	THAIN RD	Burrell Ave	Cedar Ave	Arterial	Asphalt	50	936	259	5,439	53	75	60	Fair	**51**
4003	THAIN RD	Cedar Ave	Grelle Ave	Arterial	Asphalt	51	923	262	5,503	55	79	30	Fair	**52**
2983	THAIN RD	Grelle Ave	Alder Ave	Arterial	Asphalt	50	923	258	5,413	60	77	30	Good	**58**
4035	THAIN RD	Alder Ave	Powers Ave	Arterial	Asphalt	39	911	199	4,183	72	77	30	V Good	**70**
4214	TRNL4TH ST D	4 St D	Zimerly Way	Collector	Asphalt	26	92	13	276	84	33	60	V Good	**83**
3156	UNIVERSITY CT	13th Ave	NEOR	Local	Asphalt	23	162	21	434	95	8	60	Excellent	**94**
1975	UPPER 7TH AVE	8th Ave Blvd	1900	Local	Asphalt	17	361	34	716	93	53	60	Excellent	**92**
1927	UPPER 7TH AVE	1900	7th Ave	Local	Asphalt	18	206	21	433	95	39	60	Excellent	**94**
3172	VALLEY VIEW CT	25th Ave	SEOR	Local	Asphalt	29	425	69	1,454	94	73	60	Excellent	**93**
2647	VALLEY VISTA BLVD	Knollcrest Dr	500	Local	Asphalt	40	657	147	3,078	81	70	60	V Good	**81**

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2636	VALLEY VISTA BLVD	Knollcrest Dr	8th St	Local	Asphalt	42	380	89	1,863	89	49	60	Excellent	**88**
7411	VERN LN	12th St	13th St	Local	Asphalt	21	509	59	1,247	33	17	60	Poor	**32**
2620	VINEYARD AVE	Bailey Dr	1100	Local	Asphalt	24	892	119	2,492	79	59	60	V Good	**79**
2628	VINEYARD AVE	1100	Hillcrest Rd	Local	Asphalt	23	555	69	1,457	77	63	60	V Good	**76**
3238	VINEYARD AVE	Hillcrest Rd	1300	Local	Asphalt	23	457	57	1,201	87	64	60	Excellent	**86**
2638	VINEYARD AVE	1300	Stewart Ave	Local	Asphalt	23	419	53	1,113	82	60	60	V Good	**82**
2517	VINEYARD AVE	21st Ave	2200	Local	Asphalt	33	273	50	1,050	96	78	60	Excellent	**95**
2528	VINEYARD AVE	2200	2300	Local	Asphalt	33	285	52	1,099	87	75	60	Excellent	**87**
2541	VINEYARD AVE	2300	2400	Local	Asphalt	33	316	58	1,217	94	67	60	Excellent	**93**
2563	VINEYARD AVE	2400	25th Ave	Local	Asphalt	28	467	74	1,553	90	65	60	Excellent	**89**
2603	VINEYARD DR	8th St	Mayfair Dr	Local	Asphalt	40	342	76	1,595	93	56	60	Excellent	**92**
3755	VINEYARD DR	Mayfair Dr	Stewart Ave	Local	Asphalt	32	405	71	1,495	90	49	60	Excellent	**90**
2592	VINEYARD DR	Stewart Ave	Vineyard Ave	Local	Asphalt	27	225	34	708	87	53	60	Excellent	**87**
2587	VINEYARD DR	Vineyard Ave	1100	Local	Asphalt	24	463	61	1,273	90	55	60	Excellent	**89**
3239	VINEYARD DR	1100	1200	Local	Asphalt	21	451	53	1,105	97	60	60	Excellent	**96**
2591	VINEYARD DR	1200	1300	Local	Asphalt	21	626	73	1,533	89	67	60	Excellent	**88**
2597	VINEYARD DR	1300	Hillcrest Rd	Local	Asphalt	21	214	25	524	87	56	60	Excellent	**86**
3750	VINEYARD DR	Hillcrest Rd	14th St	Local	Asphalt	28	305	47	997	90	61	60	Excellent	**89**
2589	VINEYARD DR	14th St	1500	Local	Asphalt	34	458	85	1,793	95	64	60	Excellent	**94**
3237	VINEYARD DR	1500	27th Ave	Local	Asphalt	32	295	52	1,101	100	63	60	Excellent	**99**
2585	VINEYARD DR	27th Ave	17th St	Local	Asphalt	33	562	102	2,142	100	71	60	Excellent	**99**
2660	VISTA AVE	300	Skyline Dr	Local	Asphalt	14	667	52	1,090	91	36	60	Excellent	**90**
3782	VISTA AVE	Skyline Dr	Stewart Dr	Local	Asphalt	28	176	27	567	92	48	60	Excellent	**91**
3783	VISTA AVE	Stewart Dr	4th St	Local	Asphalt	16	475	42	886	93	63	60	Excellent	**92**
2663	VISTA AVE	4th St	4th St C	Local	Asphalt	14	501	40	836	82	48	60	V Good	**82**
3816	VISTA AVE	4th St C	4th St E	Local	Asphalt	14	356	28	594	82	56	60	V Good	**81**
3817	VISTA AVE	4th St E	5th St	Local	Asphalt	14	467	37	779	88	62	60	Excellent	**87**
2669	VISTA AVE	6th St	7th St	Local	Asphalt	16	1,346	123	2,573	75	47	30	V Good	**74**
2671	VISTA AVE	7th St	7th St C	Local	Asphalt	18	519	53	1,108	89	51	60	Excellent	**88**
3900	VISTA AVE	8th St	8th St C	Local	Asphalt	15	499	42	878	91	48	60	Excellent	**90**
3901	VISTA AVE	8th St C	Thain Rd	Local	Asphalt	23	188	23	493	85	33	60	V Good	**84**
2674	VISTA AVE	Thain Rd	9th St	Local	Asphalt	15	654	53	1,107	98	65	60	Excellent	**96**
2676	VISTA AVE	9th St	10th St	Local	Asphalt	18	1,326	129	2,708	94	76	60	Excellent	**93**
2680	VISTA DR	4th St	WEOR 2	Local	Asphalt	24	413	55	1,152	100	77	60	Excellent	**98**
2243	W 15TH AVE	1st St	Prospect Ave	Local	Asphalt	36	196	39	821	72	55	60	V Good	**72**
2290	W 16TH AVE	1st St	Prospect Ave	Local	Asphalt	36	317	63	1,330	84	62	60	V Good	**83**
2324	W 17TH AVE	1st St	Prospect Ave	Local	Asphalt	36	426	85	1,789	88	73	60	Excellent	**87**
2364	W 18TH AVE	1st St	Prospect Ave	Local	Asphalt	36	509	102	2,137	98	79	60	Excellent	**96**
2399	W 19TH AVE	1st St	Prospect Ave	Local	Asphalt	25	586	80	1,683	99	60	60	Excellent	**97**
1622	W 22ND ST N	1st Ave N	2nd Ave N	Local	Asphalt	38	344	72	1,505	95	79	60	Excellent	**94**
1590	W 22ND ST N	2nd Ave N	3rd Ave N	Local	Asphalt	37	365	75	1,575	81	79	60	V Good	**81**
1538	W 22ND ST N	3rd Ave N	4th Ave N	Local	Asphalt	32	357	64	1,344	81	58	60	V Good	**80**
1533	W 22ND ST N	4th Ave N	Old North South Hwy	Local	Asphalt	32	513	91	1,905	100	67	60	Excellent	**98**

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2775	W ELKS CT	Elks Dr	470	Local	Asphalt	53	198	59	1,231	81	39	60	V Good	**81**
2687	W LARKSPUR LN	Seaport Dr	W Seaport Ct.	Local	Asphalt	34	695	133	2,792	93	63	60	Excellent	**92**
3804	W LARKSPUR LN	W Seaport Ct	Seaport Dr	Local	Asphalt	34	452	85	1,795	100	74	60	Excellent	**98**
2804	W RESERVOIR DR	Selway Dr	Syringa Dr	Local	Asphalt	35	259	50	1,041	94	71	60	Excellent	**93**
2802	W RESERVOIR DR	Syringa Dr	Country Club Dr	Local	Asphalt	35	1,018	195	4,099	95	73	60	Excellent	**94**
2691	W SEAPORT CT	W Larkspur Ln	NEOR	Local	Asphalt	46	436	112	2,345	91	60	60	Excellent	**90**
2773	W SHILOH CT	Syringa Dr	400	Local	Asphalt	41	449	103	2,171	87	66	60	Excellent	**87**
2757	W SHILOH DR	Shiloh Dr	Syringa Dr	Local	Asphalt	35	288	55	1,159	95	52	60	Excellent	**94**
2755	W SHILOH DR	Syringa Dr	Country Club Dr	Local	Asphalt	35	1,020	196	4,107	75	64	30	V Good	**75**
3274	W SWALLOWS VIEW DR	Seaport Dr	Echo Hills Dr	Local	Asphalt	36	531	106	2,231	99	67	60	Excellent	**98**
2788	W SYRINGA CT	Syringa Dr	Syringa Ct	Local	Asphalt	35	285	55	1,147	88	59	60	Excellent	**87**
4814	W SYRINGA CT	Syringa Ct	WEOR	Local	Asphalt	75	89	37	776	84	35	60	V Good	**83**
2786	W SYRINGA CT	Syringa Ct	NEOR 3	Local	Asphalt	58	165	53	1,119	97	38	60	Excellent	**96**
3523	WALL ST	SH-128	SEOR	Local	Asphalt	41	780	178	3,736	99	85	60	Excellent	**98**
2571	WALLACE DR	14th St	EEOR	Local	Asphalt	13	462	33	701	94	38	60	Excellent	**93**
3824	WARNER AVE	4th St E	5th St	Local	Asphalt	23	438	56	1,175	95	67	60	Excellent	**94**
3823	WARNER AVE	4th St C	4th St E	Local	Asphalt	26	321	46	964	100	64	60	Excellent	**98**
2743	WARNER AVE	4th St	4th St C	Local	Asphalt	23	556	70	1,474	98	64	60	Excellent	**96**
2745	WARNER AVE	5th St	6th St	Collector	Asphalt	25	1,315	183	3,835	76	67	30	V Good	**75**
2747	WARNER AVE	6th St	6th St D	Collector	Asphalt	35	690	135	2,843	82	67	60	V Good	**81**
3913	WARNER AVE	6th St D	7th St	Collector	Asphalt	36	651	128	2,696	84	77	60	V Good	**84**
2748	WARNER AVE	7th St	8th St	Collector	Asphalt	34	1,321	250	5,240	63	66	60	Good	**62**
2749	WARNER AVE	8th St	8th St F	Collector	Asphalt	27	1,004	152	3,188	84	70	60	V Good	**83**
3914	WARNER AVE	8th St F	9th St	Collector	Asphalt	25	341	46	974	88	71	60	Excellent	**87**
2750	WARNER AVE	9th St	Thain Rd	Collector	Asphalt	27	1,224	185	3,881	81	62	60	V Good	**80**
2752	WARNER AVE	10th St	11th St	Collector	Asphalt	40	1,263	282	5,917	43	52	60	Marginal	**41**
2759	WARNER AVE	#1210	1300	Collector	Asphalt	41	1,134	256	5,366	78	72	60	V Good	**77**
2760	WARNER AVE	1300	14th St	Collector	Asphalt	24	1,323	176	3,705	84	84	60	V Good	**83**
2761	WARNER AVE	14th St	15th St	Collector	Asphalt	27	1,324	199	4,171	71	76	60	V Good	**70**
2764	WARNER AVE	15th St	16th St	Collector	Asphalt	39	1,350	295	6,196	87	80	60	Excellent	**86**
7464	WARNER AVENUE	1134 (New Pvt)	12th St	Collector	Asphalt	23	164	21	449	87	48	60	Excellent	**86**
2758	WARNER AVENUE	11th St	1134 (New Pvt)	Collector	Asphalt	39	1,120	241	5,057	85	72	60	V Good	**84**
7463	WARNER AVENUE	12th Street	#1210	Collector	Asphalt	32	168	30	620	92	58	60	Excellent	**91**
2776	WARNER DR	8th St	900	Local	Asphalt	16	1,317	117	2,458	90	60	60	Excellent	**90**
2769	WARNER DR	5th St D	6th St	Local	Asphalt	13	633	47	981	95	70	60	Excellent	**94**
2766	WARNER DR	8th St	900	Local	Asphalt	48	224	59	1,249	86	50	60	Excellent	**86**
4898	WESTVIEW COURT	Expedition Way	EEOR	Local	Asphalt	41	569	130	2,720	100	77	60	Excellent	**98**
2070	WILLOW DR	1000	11th Ave	Local	Asphalt	40	353	78	1,647	96	69	60	Excellent	**95**
2113	WILLOW DR	2600	2700	Local	Asphalt	40	241	54	1,124	92	67	60	Excellent	**92**
2115	WILLOW DR	2700	11th Ave	Local	Asphalt	40	270	60	1,261	97	58	60	Excellent	**96**
4212	ZIMMERLY WAY	4th St D	Zimmerly Ln	Local	Asphalt	28	199	30	638	96	73	60	Excellent	**95**
4213	ZIMMERLY WAY	Zimmerly Ln	4th St	Local	Asphalt	28	161	25	518	91	75	60	Excellent	**90**
4211	ZIMMERLY WAY	4th St	Burrell Ave	Local	Asphalt	28	440	67	1,413	50	57	80	Marginal	**48**

Appendix B

Rehabilitation Plan

GISID	On Street	From Street	To Street	Current Segment PCI (CPCI)	Year of First Rehab	Rehab Activity	Avg Unit Rate ($/yd2)	Segment Pavement Cost ($)	Segment Total Cost ($)	Whole Project Cost ($)	5 Year Post Rehab PCI
2923	11TH ST C	Burrell Ave	Cedar Ave	60	1	Slurry Seal Type II	2.35	4,362	4,362	4,362	81
3947	14TH ST	Ripon Ave	Ripon Ave	60	1	Chip Seal + Strctrl Ptch	5.60	4,234	4,234	4,234	82
3866	8TH ST	Warner Ave	Warner Dr	61	1	Slurry Seal Type II	2.40	1,426	1,426	1,426	80
3874	AIRWAY AVE	7th St	7th St D	60	1	Slurry Seal Type II	2.35	3,027	3,027	3,027	80
2992	ALDER AVE	19th St	20th St	61	1	Slurry Seal Type II	2.35	5,506	5,506	5,506	80
2821	BRYDEN AVE	10th St	Thain Rd	62	1	Chip Seal + Strctrl Ptch	5.60	37,845	37,845	37,845	82
2570	BRYDEN CANYON RD	Bryden Canyon Onramp 1 W	400	65	1	Chip Seal + Strctrl Ptch	6.40	21,581	21,581	126,323	81
2590	BRYDEN CANYON RD	400	500	60	1	Chip Seal + Strctrl Ptch	6.40	14,886	14,886	126,323	81
2599	BRYDEN CANYON RD	500	600	59	1	Chip Seal + Strctrl Ptch	6.40	15,488	15,488	126,323	81
2611	BRYDEN CANYON RD	600	8th St	60	1	Chip Seal + Strctrl Ptch	6.40	17,146	17,146	126,323	81
3770	BRYDEN CANYON RD	8th St	800	62	1	Chip Seal + Strctrl Ptch	6.40	18,093	18,093	126,323	81
2651	BRYDEN CANYON RD	800	Bryden Canyon Offramp 1 W	59	1	Chip Seal + Strctrl Ptch	6.40	31,302	31,302	126,323	81
3806	BRYDEN CANYON RD	Bryden Canyon Offramp 1 W	Bryden Canyon On	59	1	Chip Seal + Strctrl Ptch	6.40	7,827	7,827	126,323	81
2751	BRYDEN CANYON RD	1000	1100	61	1	Chip Seal + Strctrl Ptch	6.40	31,904	31,904	124,448	81
2771	BRYDEN CANYON RD	1100	1200	59	1	Chip Seal + Strctrl Ptch	6.40	27,846	27,846	124,448	81
2784	BRYDEN CANYON RD	1200	1300	58	1	Chip Seal + Strctrl Ptch	6.40	32,410	32,410	124,448	81
2807	BRYDEN CANYON RD	1300	4th St	63	1	Chip Seal + Strctrl Ptch	6.40	32,288	32,288	124,448	81
2877	BURRELL AVE	6th St	7th St	55	1	Slurry Seal Type II	2.40	9,010	9,010	23,146	80
3927	BURRELL AVE	7th St	7th St D	64	1	Slurry Seal Type II	2.40	5,040	5,040	23,146	80
3631	LAPWAI RD	Mill Rd	E Main St	61	1	Chip Seal + Strctrl Ptch	5.60	3,041	3,041	3,041	82
3633	LAPWAI RD	E Main St	E Main St	40	1	AC - AC OVerlay >2" + Strctrl Ptch	53.50	98,012	98,012	195,757	87
1776	LAPWAI RD	E Main St	400	41	1	AC - AC OVerlay >2" + Strctrl Ptch	53.50	97,745	97,745	195,757	87
1803	LAPWAI RD	400	500	61	1	Chip Seal + Strctrl Ptch	5.60	5,398	5,398	5,398	82
4903	PARKRIDGE WAY	SEOR	Pioneer Dr	61	1	Slurry Seal Type II	2.35	1,314	1,314	1,314	80
3109	RICHARDSON AVE	14th St	15th St	61	1	Slurry Seal Type II	2.35	5,407	5,407	5,407	81
2748	WARNER AVE	7th St	8th St	62	1	Slurry Seal Type II	2.40	12,576	12,576	12,576	80
3115	18TH ST	Main St	200	70	1	Chip Seal + Strctrl Ptch	6.40	14,810	14,810	91,399	81
1797	18TH ST	200	G St	65	1	Chip Seal + Strctrl Ptch	6.40	9,728	9,728	91,399	81
1850	18TH ST	G St	Idaho St	59	1	Chip Seal + Strctrl Ptch	6.40	17,530	17,530	91,399	81
1924	18TH ST	Idaho St	7th Ave	59	1	Chip Seal + Strctrl Ptch	6.40	18,803	18,803	91,399	82
1971	18TH ST	7th Ave	8th Ave Blvd	65	1	Chip Seal + Strctrl Ptch	6.40	15,328	15,328	91,399	81
2018	18TH ST	8th Ave Blvd	9th Ave	60	1	Chip Seal + Strctrl Ptch	6.40	15,200	15,200	91,399	81
2244	2ND ST	14th Ave	15th Ave	63	1	Slurry Seal Type II	2.35	2,891	2,891	2,891	81
3829	4TH ST	Warner Dr	Linden Av	41	1	AC - AC OVerlay <2" + Strctrl Ptch	32.00	27,392	27,392	27,392	86
5662	ALLEY	9th/10th Sts	14th Ave/N St	61	1	Slurry Seal Type II	2.30	984	984	984	81
5648	ALLEY	15th/16th Sts	14th/15th Aves	60	1	Slurry Seal Type II	2.30	936	936	936	81
5655	ALLEY	20th/21st Sts	15th/16th Aves	60	1	Slurry Seal Type II	2.30	1,014	1,014	1,014	81
2876	BURRELL AVE	5th St	6th St	65	1	Slurry Seal Type II	2.40	9,096	9,096	23,146	80

GISID	On Street	From Street	To Street	Current Segment PCI (CPCI)	Year of First Rehab	Rehab Activity	Avg Unit Rate ($/yd2)	Segment Pavement Cost ($)	Segment Total Cost ($)	Whole Project Cost ($)	5 Year Post Rehab PCI
2844	COUNTRY CLUB DR	3700	Lakeview W	60	1	Slurry Seal Type II	2.40	1,726	1,726	1,726	80
2261	N ST	11th St	12th St	61	1	Slurry Seal Type II	2.35	2,872	2,872	2,872	81
2683	SKYLINE DR	300	Vista Ave	60	1	Slurry Seal Type II	2.35	1,394	1,394	1,394	81
2473	THAIN GRADE	21st St	2000	61	1	Chip Seal + Strctrl Ptch	5.60	14,123	14,123	34,244	82
2492	THAIN GRADE	2000	Nez Perce Dr	62	1	Chip Seal + Strctrl Ptch	5.60	20,121	20,121	34,244	82
3946	THAIN GRADE	2425	2500	60	1	Chip Seal + Strctrl Ptch	6.40	17,338	17,338	123,514	81
2562	THAIN GRADE	2500	2600	60	1	Chip Seal + Strctrl Ptch	6.40	19,174	19,174	123,514	82
2569	THAIN GRADE	2600	2700	58	1	Chip Seal + Strctrl Ptch	6.40	14,336	14,336	123,514	81
2586	THAIN GRADE	2700	2800	63	1	Chip Seal + Strctrl Ptch	6.40	19,232	19,232	123,514	81
2607	THAIN GRADE	2800	2900	67	1	Chip Seal + Strctrl Ptch	6.40	20,915	20,915	123,514	81
2629	THAIN GRADE	2900	3000	66	1	Chip Seal + Strctrl Ptch	6.40	24,109	24,109	123,514	81
2643	THAIN GRADE	3000	Stewart Ave.	62	1	Chip Seal + Strctrl Ptch	6.40	8,410	8,410	123,514	81
2245	15TH AVE	1st St	2nd St	65	1	Slurry Seal Type II	2.35	3,551	3,551	6,209	81
2247	15TH AVE	2nd St	3rd St	59	1	Slurry Seal Type II	2.35	2,658	2,658	6,209	81
1617	1ST AVN	1900	20th St	70	1	Slurry Seal Type II	2.35	414	414	414	81
3155	3RD AV N	1400	15th St N	56	1	Slurry Seal Type II	2.35	5,527	5,527	11,313	81
1531	3RD AV N	15th St N	1600	68	1	Slurry Seal Type II	2.35	5,786	5,786	11,313	81
1602	3RD ST	D St	Capital St.	60	1	Slurry Seal Type II	2.35	3,856	3,856	3,856	81
2722	5TH ST	Pres	Park Ave	58	1	Chip Seal + Strctrl Ptch	6.40	21,869	21,869	86,439	81
3821	5TH ST	Park Ave	Warner Ave	59	1	Chip Seal + Strctrl Ptch	6.40	22,074	22,074	86,439	81
3150	5TH ST	Warner Ave	Linden Ave	66	1	Chip Seal + Strctrl Ptch	6.40	20,781	20,781	86,439	81
3828	5TH ST	Linden Ave	Linden Dr	68	1	Chip Seal + Strctrl Ptch	6.40	10,323	10,323	86,439	81
3827	5TH ST	Linden Dr	Bryden Ave	59	1	Chip Seal + Strctrl Ptch	6.40	11,392	11,392	86,439	82
1920	7TH AVE	1800	19th St	61	1	Slurry Seal Type II	2.35	7,156	7,156	7,156	81
1477	7TH AVE N	12th St N	1300	60	1	Slurry Seal Type II	2.35	2,987	2,987	6,904	81
1478	7TH AVE N	1300	1400	63	1	Slurry Seal Type II	2.35	3,917	3,917	6,904	81
7430	ALLEY	3rd/4th Sts	16th/17th Aves	61	1	Slurry Seal Type II	2.30	1,021	1,021	1,021	81
7443	ALLEY	5th/6th Sts	5th/6th Aves	62	1	Slurry Seal Type II	2.30	1,116	1,116	1,116	81
7429	ALLEY	23rd/24th Sts	11th/12th Aves	63	1	Slurry Seal Type II	2.30	934	934	934	81
1690	CLEARWATER AVE	29th St	30th St	63	1	Slurry Seal Type II	2.35	1,144	1,144	1,144	80
1824	E MAIN ST	Main St Byp	23rd St	65	1	Chip Seal + Strctrl Ptch	6.40	8,557	8,557	101,192	81
1820	E MAIN ST	23rd St	24th St	63	1	Chip Seal + Strctrl Ptch	6.40	5,242	5,242	101,192	81
3626	E MAIN ST	24th St	24th St	59	1	Chip Seal + Strctrl Ptch	6.40	3,955	3,955	101,192	81
1817	E MAIN ST	24th St	25th St	65	1	Chip Seal + Strctrl Ptch	6.40	10,304	10,304	101,192	81
1778	E MAIN ST	25th St	26th St	60	1	Chip Seal + Strctrl Ptch	6.40	7,072	7,072	101,192	81
3627	E MAIN ST	26th St	26th St	62	1	Chip Seal + Strctrl Ptch	6.40	3,827	3,827	101,192	81
1774	E MAIN ST	26th St	27th St	60	1	Chip Seal + Strctrl Ptch	6.40	9,600	9,600	101,192	81
3628	E MAIN ST	27th St	4th Ave	64	1	Chip Seal + Strctrl Ptch	6.40	1,440	1,440	101,192	81

GISID	On Street	From Street	To Street	Current Segment PCI (CPCI)	Year of First Rehab	Rehab Activity	Avg Unit Rate ($/yd2)	Segment Pavement Cost ($)	Segment Total Cost ($)	Whole Project Cost ($)	5 Year Post Rehab PCI
1756	E MAIN ST	4th Ave	28th St	62	1	Chip Seal + Strctrl Ptch	6.40	17,082	17,082	101,192	81
1727	E MAIN ST	28th St	29th St	63	1	Chip Seal + Strctrl Ptch	6.40	7,706	7,706	101,192	81
1722	E MAIN ST	29th St	Silcott St	58	1	Chip Seal + Strctrl Ptch	6.40	7,418	7,418	101,192	81
1720	E MAIN ST	Silcott St	3100	56	1	Chip Seal + Strctrl Ptch	6.40	10,656	10,656	101,192	81
1712	E MAIN ST	3100	Mill Rd	58	1	Chip Seal + Strctrl Ptch	6.40	8,333	8,333	101,192	81
3235	MAIN ST ACCESS	Levee Byp Access	Main St	61	1	Slurry Seal Type II	2.40	2,647	2,647	2,647	80
3695	SNAKE RIVER AVE	Levee Byp Access	200	70	1	Chip Seal + Strctrl Ptch	6.40	4,794	4,794	127,315	81
1705	SNAKE RIVER AVE	200	300	65	1	Chip Seal + Strctrl Ptch	6.40	10,752	10,752	127,315	81
1737	SNAKE RIVER AVE	300	400	63	1	Chip Seal + Strctrl Ptch	6.40	11,674	11,674	127,315	81
1779	SNAKE RIVER AVE	400	500	58	1	Chip Seal + Strctrl Ptch	6.40	10,803	10,803	127,315	81
1835	SNAKE RIVER AVE	500	600	61	1	Chip Seal + Strctrl Ptch	6.40	7,309	7,309	127,315	81
1875	SNAKE RIVER AVE	600	H St	61	1	Chip Seal + Strctrl Ptch	6.40	7,379	7,379	127,315	81
1932	SNAKE RIVER AVE	H St	800	68	1	Chip Seal + Strctrl Ptch	6.40	9,190	9,190	127,315	81
1983	SNAKE RIVER AVE	800	900	58	1	Chip Seal + Strctrl Ptch	6.40	12,954	12,954	127,315	81
2030	SNAKE RIVER AVE	900	1000	59	1	Chip Seal + Strctrl Ptch	6.40	4,909	4,909	127,315	81
2076	SNAKE RIVER AVE	1000	11th Ave	57	1	Chip Seal + Strctrl Ptch	6.40	10,976	10,976	127,315	81
2123	SNAKE RIVER AVE	11th Ave	1200	64	1	Chip Seal + Strctrl Ptch	6.40	7,174	7,174	127,315	81
2166	SNAKE RIVER AVE	1200	1300	70	1	Chip Seal + Strctrl Ptch	6.40	7,347	7,347	127,315	81
2211	SNAKE RIVER AVE	1300	1400	70	1	Chip Seal + Strctrl Ptch	6.40	7,277	7,277	127,315	81
2240	SNAKE RIVER AVE	1400	1500	72	1	Chip Seal + Strctrl Ptch	6.40	7,315	7,315	127,315	81
2286	SNAKE RIVER AVE	1500	1600	67	1	Chip Seal + Strctrl Ptch	6.40	7,462	7,462	127,315	81
4783	10TH ST	Cecil Andrus Way	Park Ave	65	2	Chip Seal + Strctrl Ptch	6.72	1,149	1,149	1,149	83
2744	10TH ST	Park Ave	Warner Ave	41	2	AC - AC OVerlay >2" + Strctrl Ptch	56.18	160,099	160,099	244,811	89
4021	10TH ST	Warner Ave	Thain Rd	51	2	AC - AC OVerlay >2" + Strctrl Ptch	56.18	84,712	84,712	244,811	89
2997	22ND ST D	Grelle Ave	Alder Ave	64	2	Slurry Seal Type II	2.47	3,040	3,040	3,040	82
4468	8TH ST	25th Ave	25th Ave	65	2	Chip Seal + Strctrl Ptch	5.88	1,241	1,241	135,664	83
2580	8TH ST	25th Ave	Mayfair Ct	67	2	Chip Seal + Strctrl Ptch	5.88	10,155	10,155	135,664	83
2604	8TH ST	Mayfair Ct	Vineyard Dr	81	2	Chip Seal + Strctrl Ptch	5.88	14,371	14,371	135,664	83
6384	ALLEY	Expedition Way	EEOR	65	2	Slurry Seal Type II	2.42	1,449	1,449	1,449	82
3175	BRYDEN CANYON OFFRAMP 1 E	Bryden Canyon Rd	8th St	68	2	Chip Seal + Strctrl Ptch	6.72	30,852	30,852	30,852	83
3176	BRYDEN CANYON ONRAMP 1 E	8th St	Bryden Canyon Rd	67	2	Chip Seal + Strctrl Ptch	6.72	21,719	21,719	21,719	83
3174	BRYDEN CANYON ONRAMP 1 W	Bryden Canyon Rd	8th St	66	2	Chip Seal + Strctrl Ptch	6.72	25,751	25,751	25,751	83
2582	BRYDEN CANYON RD	South Way Bridge	126	64	2	Chip Seal + Strctrl Ptch	6.72	37,894	37,894	37,894	83
3923	JUNIPER DR	Port Dr	2970	65	2	Slurry Seal Type II	2.47	1,925	1,925	1,925	81
1857	LAPWAI RD	500	600	41	2	AC - AC OVerlay >2" + Strctrl Ptch	56.17	96,003	96,003	232,621	89
1884	LAPWAI RD	600	700	50	2	AC - AC OVerlay >2" + Strctrl Ptch	56.18	65,163	65,163	232,621	89
1928	LAPWAI RD	700	800	52	2	AC - AC OVerlay >2" + Strctrl Ptch	56.18	71,455	71,455	232,621	89
3911	PARK AVE	8th St E	8th St E	59	2	Slurry Seal Type II	2.47	274	274	5,760	82

GISID	On Street	From Street	To Street	Current Segment PCI (CPCI)	Year of First Rehab	Rehab Activity	Avg Unit Rate ($/yd2)	Segment Pavement Cost ($)	Segment Total Cost ($)	Whole Project Cost ($)	5 Year Post Rehab PCI
3912	PARK AVE	8th St E	9th St	67	2	Slurry Seal Type II	2.47	2,278	2,278	5,760	82
2735	PARK AVE	9th St	Thain Rd	63	2	Slurry Seal Type II	2.47	3,208	3,208	5,760	82
3112	RICHARDSON AVE	1700	Barr Rd	64	2	Slurry Seal Type II	2.47	8,288	8,288	8,288	82
2335	16TH AVE	15th St	16th St	64	2	Chip Seal + Strctrl Ptch	6.72	12,398	12,398	149,654	83
2337	16TH AVE	16th St	17th St	63	2	Chip Seal + Strctrl Ptch	6.72	14,381	14,381	149,654	83
2339	16TH AVE	17th St	18th St	69	2	Chip Seal + Strctrl Ptch	6.72	11,075	11,075	149,654	83
2341	16TH AVE	18th St	19th St	72	2	Chip Seal + Strctrl Ptch	6.72	13,057	13,057	149,654	83
2343	16TH AVE	19th St	20th St	69	2	Chip Seal + Strctrl Ptch	6.72	11,814	11,814	149,654	83
2345	16TH AVE	20th St	21st St	65	2	Chip Seal + Strctrl Ptch	6.72	11,148	11,148	149,654	83
2346	16TH AVE	21st St	2200	71	2	Chip Seal + Strctrl Ptch	6.72	10,792	10,792	149,654	83
2348	16TH AVE	2200	Juniper Dr	63	2	Chip Seal + Strctrl Ptch	6.72	12,540	12,540	149,654	83
2349	16TH AVE	Juniper Dr	24th St	74	2	Chip Seal + Strctrl Ptch	6.72	10,537	10,537	149,654	83
2350	16TH AVE	24th St	2500	78	2	Chip Seal + Strctrl Ptch	6.72	6,612	6,612	149,654	83
2351	16TH AVE	2500	2600	70	2	Chip Seal + Strctrl Ptch	6.72	7,600	7,600	149,654	83
2352	16TH AVE	2600	2700	72	2	Chip Seal + Strctrl Ptch	6.72	9,112	9,112	149,654	83
2353	16TH AVE	2700	2800	72	2	Chip Seal + Strctrl Ptch	6.72	8,259	8,259	149,654	83
2355	16TH AVE	2800	29th St	67	2	Chip Seal + Strctrl Ptch	6.72	10,329	10,329	149,654	83
2391	17TH AVE	19th St	2000	64	2	Slurry Seal Type II	2.47	4,089	4,089	4,089	81
2059	17TH ST	9th Ave	10th Ave	62	2	Chip Seal + Strctrl Ptch	5.88	15,570	15,570	139,762	83
2100	17TH ST	10th Ave	11th Ave	64	2	Chip Seal + Strctrl Ptch	5.88	14,371	14,371	139,762	83
2424	18TH AVE	15th St	16th St	64	2	Slurry Seal Type II	2.47	3,220	3,220	3,220	82
1853	8TH ST	5th Ave	6th Ave	67	2	Chip Seal + Strctrl Ptch	5.88	12,607	12,607	12,607	83
5653	ALLEY	7th/8th Sts	16th/17th Aves	64	2	Slurry Seal Type II	2.41	2,202	2,202	2,202	82
4827	ELKS DR	3464	Country Club Dr	64	2	Slurry Seal Type II	2.47	3,178	3,178	3,178	82
1906	13TH ST	6th Ave	7th Ave	66	2	Slurry Seal Type II	2.52	3,873	3,873	3,873	81
2260	15TH AVE	600	7th St	64	2	Slurry Seal Type II	2.47	5,283	5,283	5,283	82
2310	16TH AVE	7th St	8th St	68	2	Chip Seal + Strctrl Ptch	6.72	18,084	18,084	18,084	83
2140	17TH ST	11th Ave	12th Ave	62	2	Chip Seal + Strctrl Ptch	5.88	15,135	15,135	139,762	83
2183	17TH ST	12th Ave	13th Ave	65	2	Chip Seal + Strctrl Ptch	5.88	15,982	15,982	139,762	83
2225	17TH ST	13th Ave	14th Ave	66	2	Chip Seal + Strctrl Ptch	5.88	16,282	16,282	139,762	83
2281	17TH ST	14th Ave	15th Ave	71	2	Chip Seal + Strctrl Ptch	5.88	15,400	15,400	139,762	83
2336	17TH ST	15th Ave	16th Ave	62	2	Chip Seal + Strctrl Ptch	5.88	15,711	15,711	139,762	83
2385	17TH ST	16th Ave	17th Ave	59	2	Chip Seal + Strctrl Ptch	5.88	15,653	15,653	139,762	83
2425	17TH ST	17th Ave	18th Ave	65	2	Chip Seal + Strctrl Ptch	5.88	15,658	15,658	139,762	83
4464	24TH ST	Cassell St	8th Ave	64	2	Slurry Seal Type II	2.47	1,073	1,073	1,073	82
3207	29TH ST	E Main St	Clearwater Ave	65	2	Slurry Seal Type II	2.47	1,113	1,113	1,113	82
2309	8TH ST	15th Ave	16th Ave	69	2	Chip Seal + Strctrl Ptch	5.88	15,429	15,429	135,664	83
2361	8TH ST	16th Ave	17th Ave	75	2	Chip Seal + Strctrl Ptch	5.88	16,652	16,652	135,664	83

GISID	On Street	From Street	To Street	Current Segment PCI (CPCI)	Year of First Rehab	Rehab Activity	Avg Unit Rate ($/yd2)	Segment Pavement Cost ($)	Segment Total Cost ($)	Whole Project Cost ($)	5 Year Post Rehab PCI
2402	8TH ST	17th Ave	18th Ave	77	2	Chip Seal + Strctrl Ptch	5.88	14,253	14,253	135,664	83
2447	8TH ST	18th Ave	1900	64	2	Chip Seal + Strctrl Ptch	5.88	8,767	8,767	135,664	83
2471	8TH ST	1900	2000	59	2	Chip Seal + Strctrl Ptch	5.88	8,085	8,085	135,664	83
2491	8TH ST	2000	21st Ave	60	2	Chip Seal + Strctrl Ptch	5.88	12,760	12,760	135,664	83
3246	8TH ST	21st Ave	2200	56	2	Chip Seal + Strctrl Ptch	5.88	7,309	7,309	135,664	83
3247	8TH ST	2200	2300	56	2	Chip Seal + Strctrl Ptch	5.88	6,209	6,209	135,664	83
2539	8TH ST	2300	2400	56	2	Chip Seal + Strctrl Ptch	5.88	9,661	9,661	135,664	83
2560	8TH ST	2400	25th Ave	56	2	Chip Seal + Strctrl Ptch	5.88	10,772	10,772	135,664	83
1446	ALBRIGHT GRADE	2500	2600	59	2	Slurry Seal Type II	2.47	3,469	3,469	6,773	82
1435	ALBRIGHT GRADE	2600	2700	69	2	Slurry Seal Type II	2.47	3,304	3,304	6,773	82
6371	ALLEY	1st/2nd Sts	15th/16th Aves	72	2	Slurry Seal Type II	2.52	1,058	1,058	1,058	81
7445	ALLEY	6th/7th Sts	6th/7th Aves	63	2	Slurry Seal Type II	2.42	1,309	1,309	1,309	82
3629	E MAIN ST	Mill Rd	Lapwai Rd	67	2	Chip Seal + Strctrl Ptch	5.88	2,734	2,734	2,734	83
1753	IDAHO ST	Miller St	13th St	59	2	Slurry Seal Type II	2.52	3,170	3,170	14,810	81
1773	IDAHO ST	13th St	Lincoln St	65	2	Slurry Seal Type II	2.52	3,979	3,979	14,810	81
3660	IDAHO ST	Lincoln St	14th St	64	2	Slurry Seal Type II	2.52	4,710	4,710	14,810	81
1800	IDAHO ST	14th St	15th St	69	2	Slurry Seal Type II	2.52	2,951	2,951	14,810	81
3693	MAIN ST	Main St Access	Main St Access	45	2	AC - AC OVerlay >2" + Strctrl Ptch	56.18	36,795	36,795	36,795	89
3669	MAIN ST	New Sixth St	Temple Ln	67	2	Chip Seal + Strctrl Ptch	6.72	9,784	9,784	9,784	83
1754	SILCOTT ST	200	300	66	2	Slurry Seal Type II	2.47	1,419	1,419	1,419	81
2320	SNAKE RIVER AVE	1600	1700	70	2	Chip Seal + Strctrl Ptch	6.72	7,244	7,244	30,165	83
2357	SNAKE RIVER AVE	1700	1800	67	2	Chip Seal + Strctrl Ptch	6.72	7,573	7,573	30,165	83
2396	SNAKE RIVER AVE	1800	1900	66	2	Chip Seal + Strctrl Ptch	6.72	8,077	8,077	30,165	83
2446	SNAKE RIVER AVE	1900	2000 RA North	68	2	Chip Seal + Strctrl Ptch	6.72	7,271	7,271	30,165	83
2675	10TH ST	Stewart Ave	Vista Ave	72	3	Chip Seal + Strctrl Ptch	7.06	19,397	19,397	37,721	84
4028	10TH ST	Vista Ave	Preston Ave	73	3	Chip Seal + Strctrl Ptch	7.06	18,324	18,324	37,721	84
2852	10TH ST	Bryden Ave	Airway Ave	51	3	AC - AC OVerlay >2" + Strctrl Ptch	61.74	143,978	143,978	267,149	91
4017	10TH ST	Airway Ave	Burrell Ave	44	3	AC - AC OVerlay >2" + Strctrl Ptch	61.74	123,171	123,171	267,149	91
3949	13TH ST	Hemlock Ave	Hemlock Ave	68	3	Slurry Seal Type II	2.59	990	990	990	83
3049	14TH ST	Thain Rd	Birch Ave	76	3	Chip Seal + Strctrl Ptch	7.06	19,030	19,030	29,240	84
3944	14TH ST	Birch Ave	Ripon Ave	71	3	Chip Seal + Strctrl Ptch	7.06	10,210	10,210	29,240	85
3932	7TH ST	Burrell Ave	Cedar Ave	45	3	AC - AC OVerlay <2" + Strctrl Ptch	35.28	64,280	64,280	140,555	89
2910	7TH ST	Cedar Ave	Grelle Ave	50	3	AC - AC OVerlay <2" + Strctrl Ptch	35.28	76,275	76,275	140,555	89
3010	7TH ST	Grelle Ave	3700	62	3	Slurry Seal Type II	2.65	10,883	10,883	17,358	83
3034	7TH ST	3700	Airpointe Pl	74	3	Slurry Seal Type II	2.65	6,475	6,475	17,358	83
3177	BRYDEN CANYON OFFRAMP 1 W	8th St	Bryden Canyon Rd	70	3	Chip Seal + Strctrl Ptch	7.06	17,654	17,654	17,654	84
3170	BRYDEN CANYON OFFRAMP 2 W	Snake River Ave	Bryden Canyon Rd	70	3	Chip Seal + Strctrl Ptch	6.17	30,685	30,685	30,685	85
2958	GRELLE AVE	11th St	11th St D	47	3	AC - AC OVerlay <2" + Strctrl Ptch	35.28	72,324	72,324	72,324	89

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4086	GRELLE AVE	18th St	18th St C	47	3	AC - AC OVerlay <2" + Strctrl Ptch	35.28	61,775	61,775	61,775	89
2292	15TH AVE	19th St	20th St	65	3	Slurry Seal Type II	2.59	4,534	4,534	4,534	83
2460	19TH AVE	17th St	1800	71	3	Slurry Seal Type II	2.65	5,268	5,268	22,451	83
2461	19TH AVE	1800	1900	62	3	Slurry Seal Type II	2.65	5,869	5,869	22,451	83
2462	19TH AVE	1900	2000	62	3	Slurry Seal Type II	2.65	5,588	5,588	22,451	83
2464	19TH AVE	2000	21st St	67	3	Slurry Seal Type II	2.65	5,726	5,726	22,451	83
2505	21ST AVE	Vineyard Ave	1000	66	3	Slurry Seal Type II	2.59	2,783	2,783	2,783	83
2721	4TH ST	Pres	Park Av	74	3	Slurry Seal Type II	2.65	5,713	5,713	15,077	83
3820	4TH ST	Park Av	Park Dr	64	3	Slurry Seal Type II	2.65	2,683	2,683	15,077	83
3822	4TH ST	Park Dr	Warner Av	63	3	Slurry Seal Type II	2.65	2,461	2,461	15,077	83
3277	4TH ST	Warner Av	Warner Dr	58	3	Slurry Seal Type II	2.65	4,220	4,220	15,077	83
2435	9TH ST	18th Ave	1900	68	3	Slurry Seal Type II	2.59	1,355	1,355	1,355	83
3803	MEADOWLARK DR	2900	29th Ave	76	3	Slurry Seal Type II	2.59	290	290	290	83
2915	OCONNOR RD	700	800	65	3	Slurry Seal Type II	2.59	9,091	9,091	9,091	83
2697	PRESTON AVE	5th St	S Garden Ct	60	3	Slurry Seal Type II	2.65	5,485	5,485	10,875	83
3854	PRESTON AVE	S Garden Ct	Canyon Pl	67	3	Slurry Seal Type II	2.65	2,061	2,061	10,875	83
3855	PRESTON AVE	Canyon Pl	S Garden Ct	74	3	Slurry Seal Type II	2.65	1,535	1,535	10,875	83
3856	PRESTON AVE	S Garden Ct	Nez Perce Grade	73	3	Slurry Seal Type II	2.65	1,794	1,794	10,875	83
3699	11TH AVE	Prospect Ave	2nd St	77	3	Slurry Seal Type II	2.65	828	828	34,866	83
2072	11TH AVE	2nd St	3rd St	72	3	Slurry Seal Type II	2.65	2,662	2,662	34,866	83
2074	11TH AVE	3rd St	4th St	73	3	Slurry Seal Type II	2.65	4,154	4,154	34,866	83
2075	11TH AVE	4th St	500	66	3	Slurry Seal Type II	2.65	4,133	4,133	34,866	83
2078	11TH AVE	500	6th St	69	3	Slurry Seal Type II	2.65	4,789	4,789	34,866	83
2080	11TH AVE	6th St	7th St	66	3	Slurry Seal Type II	2.65	3,517	3,517	34,866	83
2082	11TH AVE	7th St	8th St	68	3	Slurry Seal Type II	2.65	3,424	3,424	34,866	83
2085	11TH AVE	8th St	9th St	66	3	Slurry Seal Type II	2.65	3,286	3,286	34,866	83
3737	11TH AVE	9th St	9th St	64	3	Slurry Seal Type II	2.64	751	751	34,866	83
2086	11TH AVE	9th St	10th St	68	3	Slurry Seal Type II	2.65	2,453	2,453	34,866	83
3738	11TH AVE	10th St	10th St	67	3	Slurry Seal Type II	2.65	1,212	1,212	34,866	83
2089	11TH AVE	10th St	11th St	69	3	Slurry Seal Type II	2.65	1,905	1,905	34,866	82
3733	11TH AVE	11th St	11th St	70	3	Slurry Seal Type II	2.65	1,752	1,752	34,866	83
4770	12TH AVE	1510	16th St	66	3	Slurry Seal Type II	2.59	1,174	1,174	1,174	83
1710	13TH ST	Main St	F St	46	3	AC - AC OVerlay <2" + Strctrl Ptch	35.28	49,251	49,251	49,251	89
1514	17TH ST N	5th Ave N	6th Ave N	66	3	Slurry Seal Type II	2.59	3,765	3,765	3,765	83
1896	8TH ST	6th Ave	7th Ave	76	3	Chip Seal + Strctrl Ptch	7.06	14,564	14,564	163,094	84
1941	8TH ST	7th Ave	8th Ave	67	3	Chip Seal + Strctrl Ptch	7.06	16,271	16,271	163,094	84
1996	8TH ST	8th Ave	9th Ave	65	3	Chip Seal + Strctrl Ptch	7.06	19,023	19,023	163,094	84
2043	8TH ST	9th Ave	10th Ave	70	3	Chip Seal + Strctrl Ptch	7.06	17,859	17,859	163,094	84

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2083	8TH ST	10th Ave	11th Ave	74	3	Chip Seal + Strctrl Ptch	7.06	18,240	18,240	163,094	84
2126	8TH ST	11th Ave	12th Ave	68	3	Chip Seal + Strctrl Ptch	7.06	15,093	15,093	163,094	84
2162	8TH ST	12th Ave	13th Ave	67	3	Chip Seal + Strctrl Ptch	7.06	14,938	14,938	163,094	84
2200	8TH ST	13th Ave	14th Ave	66	3	Chip Seal + Strctrl Ptch	7.06	14,818	14,818	163,094	84
2251	8TH ST	14th Ave	N St	71	3	Chip Seal + Strctrl Ptch	7.06	22,826	22,826	163,094	84
4160	8TH ST	N St	15th Ave	77	3	Chip Seal + Strctrl Ptch	7.06	9,462	9,462	163,094	84
1777	ADAMS LN	400	500	66	3	Slurry Seal Type II	2.59	1,992	1,992	1,992	83
7421	ALLEY	7th/8th Sts	8th/9th Aves	66	3	Slurry Seal Type II	2.54	1,004	1,004	1,004	83
7476	ALLEY	Temple Ln/9th St	D/Main Sts	66	3	Slurry Seal Type II	2.54	1,017	1,017	1,017	83
4474	IDAHO ST	11th St	Adams Ln	59	3	Slurry Seal Type II	2.65	2,768	2,768	6,493	82
3260	IDAHO ST	Adams Ln	12th St	74	3	Slurry Seal Type II	2.65	3,413	3,413	6,493	82
3666	IDAHO ST	12th St	12th St	75	3	Slurry Seal Type II	2.64	312	312	6,493	82
3680	MAIN ST	Main St Access	220	72	3	Chip Seal + Strctrl Ptch	7.06	5,948	5,948	5,948	84
1638	MAIN ST	7th St	8th St	70	3	Chip Seal + Strctrl Ptch	7.06	5,793	5,793	14,804	84
3566	MAIN ST	8th St	New 6th St	74	3	Chip Seal + Strctrl Ptch	7.06	9,011	9,011	14,804	84
2472	SNAKE RIVER AVE	2010	2110 RA South	73	3	Chip Seal + Strctrl Ptch	7.06	15,135	15,135	15,135	84
2448	SOUTHWAY AVE	Snake River Ave RA	1st St	75	3	Chip Seal + Strctrl Ptch	7.06	18,388	18,388	106,017	84
3741	SOUTHWAY AVE	1st St	1st St	66	3	Chip Seal + Strctrl Ptch	7.06	7,395	7,395	106,017	84
2438	SOUTHWAY AVE	1st St	200	69	3	Chip Seal + Strctrl Ptch	7.06	9,773	9,773	106,017	84
3212	SOUTHWAY AVE	200	300	67	3	Chip Seal + Strctrl Ptch	7.06	7,931	7,931	106,017	84
4816	SOUTHWAY AVE	300	Carol Dr	66	3	Chip Seal + Strctrl Ptch	7.06	2,724	2,724	106,017	84
2395	SOUTHWAY AVE	Carol Dr	400	65	3	Chip Seal + Strctrl Ptch	7.06	10,520	10,520	106,017	84
3213	SOUTHWAY AVE	400	500	63	3	Chip Seal + Strctrl Ptch	7.06	8,340	8,340	106,017	84
3214	SOUTHWAY AVE	500	Southway Dr	69	3	Chip Seal + Strctrl Ptch	7.06	12,524	12,524	106,017	84
2308	SOUTHWAY AVE	Southway Dr	7th St	84	3	Chip Seal + Strctrl Ptch	7.06	28,422	28,422	106,017	85
1653	TEMPLE LN	Main St	D St	45	3	AC - AC OVerlay <2"	32.52	23,970	23,970	23,970	89
4035	THAIN RD	Alder Ave	Powers Ave	70	3	Chip Seal + Strctrl Ptch	7.06	29,515	29,515	29,515	84
2995	22ND ST	Grelle Ave	Alder Ave	47	4	AC - AC OVerlay <2" + Strctrl Ptch	38.20	60,664	60,664	60,664	90
3000	23RD ST	Grelle Ave	SEOR	67	4	Slurry Seal Type II	2.72	6,012	6,012	6,012	84
3045	BIRCH AVE	11th St C	11th St E	68	4	Slurry Seal Type II	2.72	1,461	1,461	1,461	84
2954	GRELLE AVE	7th St	800	68	4	Slurry Seal Type II	2.72	4,793	4,793	4,793	84
2963	GRELLE AVE	14th St	15th St	68	4	Slurry Seal Type II	2.78	14,786	14,786	56,071	84
2965	GRELLE AVE	15th St	15th St E	66	4	Slurry Seal Type II	2.78	9,393	9,393	56,071	84
4085	GRELLE AVE	15th St E	16th St	71	4	Slurry Seal Type II	2.78	5,793	5,793	56,071	84
2966	GRELLE AVE	16th St	17th St	66	4	Slurry Seal Type II	2.78	13,316	13,316	56,071	84
2967	GRELLE AVE	17th St	18th St	69	4	Slurry Seal Type II	2.78	12,783	12,783	56,071	84
2583	TAMARACK DR	Juniper Dr	Magnolia St	67	4	Slurry Seal Type II	2.72	5,827	5,827	5,827	84
2333	16TH AVE	14th St	15th St	69	4	Chip Seal + Strctrl Ptch	7.41	13,284	13,284	26,486	86

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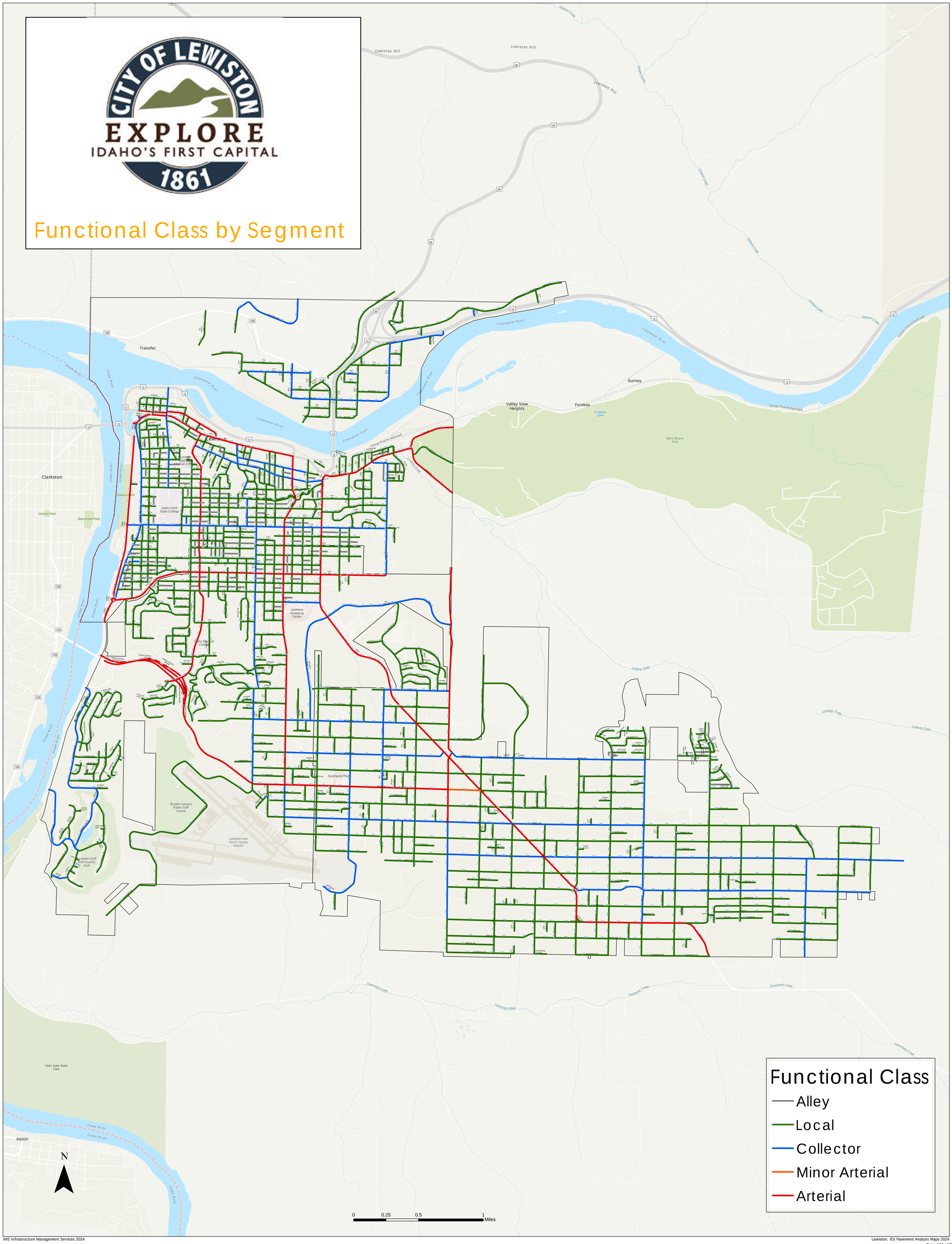
2231	20TH ST	13th Ave	14th Ave	76	4	Slurry Seal Type II	2.72	4,608	4,608	13,305	84
2291	20TH ST	14th Ave	15th Ave	64	4	Slurry Seal Type II	2.72	3,928	3,928	13,305	84
2342	20TH ST	15th Ave	16th Ave	64	4	Slurry Seal Type II	2.72	4,769	4,769	13,305	84
3826	4TH ST	Linden Av	Linden Dr	68	4	Slurry Seal Type II	2.78	3,990	3,990	7,721	84
3825	4TH ST	Linden Dr	Bryden Av	70	4	Slurry Seal Type II	2.78	3,731	3,731	7,721	84
6368	ALLEY	19th/20th Sts	15th/16th Aves	46	4	AC - AC OVerlay <2" + Strctrl Ptch	35.31	17,054	17,054	17,054	91
1018	GUN CLUB RD	Seagull Ln	Stewart Avenue	50	4	AC - AC OVerlay >2" + Strctrl Ptch	64.83	950,364	950,364	950,364	93
2321	16TH AVE	13th St	14th St	80	4	Chip Seal + Strctrl Ptch	7.41	13,202	13,202	26,486	86
1852	16TH ST	Idaho St	500	68	4	Slurry Seal Type II	2.72	1,442	1,442	1,442	84
1621	1ST AV N	20 St N	2100	68	4	Slurry Seal Type II	2.72	5,465	5,465	5,465	84
1825	22ND ST	E Main St	100	69	4	Slurry Seal Type II	2.72	2,593	2,593	4,788	84
4161	22ND ST	100	North End	66	4	Slurry Seal Type II	2.72	2,195	2,195	4,788	84
3154	3RD AV N	6th Av N	1400	68	4	Slurry Seal Type II	2.72	10,000	10,000	10,000	84
5657	ALLEY	7th/8th Sts	13th/14th Aves	67	4	Slurry Seal Type II	2.66	959	959	959	84
7435	ALLEY	11th/12th Sts	8th/9th Aves	67	4	Slurry Seal Type II	2.66	1,100	1,100	1,100	84
7441	ALLEY	Prospect Av/2nd St	14th/15th Aves	67	4	Slurry Seal Type II	2.66	1,531	1,531	1,531	84
1564	E 22ND ST N	3rd Ave N	400	67	4	Slurry Seal Type II	2.72	3,518	3,518	3,518	84
2510	SNAKE RIVER AVE	2100	2200	75	4	Chip Seal + Strctrl Ptch	7.41	13,425	13,425	13,425	86
1717	SNAKE RIVER GRADE	Main St Access	Prospect Ave	71	4	Slurry Seal Type II	2.78	7,860	7,860	7,860	84
4020	10TH ST	Pres	Andrus Way	77	5	Chip Seal + Strctrl Ptch	7.78	20,428	20,428	20,428	88
2610	8TH ST	26th Ave	Bryden Canyon Offramp 1 W	78	5	Chip Seal + Strctrl Ptch	7.78	18,701	18,701	18,701	88
3910	8TH ST	Park Ave	Park Dr	71	5	Slurry Seal Type II	2.92	2,838	2,838	5,589	85
3909	8TH ST	Park Dr	Warner Ave	76	5	Slurry Seal Type II	2.92	2,751	2,751	5,589	85
3290	9TH ST	Burrell Ave	Cedar Ave	69	5	Slurry Seal Type II	2.86	5,139	5,139	5,139	85
4062	POWERS AVE	16th St E	17th St	73	5	Slurry Seal Type II	2.92	4,157	4,157	4,157	85
2712	PRESTON AVE	Thain Rd	10th St	69	5	Slurry Seal Type II	2.86	11,471	11,471	11,471	85
3459	RIPON AVE	Barr St	18th St	68	5	Slurry Seal Type II	2.86	7,395	7,395	7,395	85
2642	STEWART AVE	7th St	EEOR	69	5	Slurry Seal Type II	2.86	891	891	891	85
4211	ZIMMERLY WAY	4th St	Burrell Ave	48	5	AC - AC OVerlay <2"	35.86	50,667	50,667	50,667	92
1733	12TH ST	F St	Vern Ln	69	5	Slurry Seal Type II	2.86	1,685	1,685	1,685	85
2458	17TH ST	18th Ave	19th Ave	54	5	AC - AC OVerlay >2" + Strctrl Ptch	68.07	181,947	181,947	181,947	96
2485	17TH ST	19th Ave	20th Ave	41	5	AC - AC OVerlay >2" + Strctrl Ptch	65.03	171,938	171,938	359,808	96
2497	17TH ST	20th Ave	21st Ave	60	5	AC - AC OVerlay >2" + Strctrl Ptch	65.03	187,870	187,870	359,808	96
2664	5TH ST	Stewart Ave	Vista Ave	55	5	AC - AC OVerlay >2" + Strctrl Ptch	65.03	272,604	272,604	505,995	96
3818	5TH ST	Vista Ave	Preston Ave	56	5	AC - AC OVerlay >2" + Strctrl Ptch	65.03	233,391	233,391	505,995	96
5649	ALLEY	3rd/4th Sta	17th/18th Aves.	69	5	Slurry Seal Type II	2.80	562	562	562	85
7422	ALLEY	6th/7th Sts	9th/10th Aves.	51	5	AC - AC OVerlay <2" + Strctrl Ptch	38.90	15,247	15,247	15,247	92
5684	ALLEY	17th/18th Sts	11th/12th Aves 2	71	5	Slurry Seal Type II	2.79	531	531	531	85

GISID	On Street	From Street	To Street	Current Segment PCI (CPCI)	Year of First Rehab	Rehab Activity	Avg Unit Rate ($/yd2)	Segment Pavement Cost ($)	Segment Total Cost ($)	Whole Project Cost ($)	5 Year Post Rehab PCI
6358	ALLEY	20th/21st Sts	7th/8th Aves	69	5	Slurry Seal Type II	2.80	2,041	2,041	2,041	85
6370	ALLEY	Prospect Av/2nd St	13th/14th Aves	69	5	Slurry Seal Type II	2.80	1,074	1,074	1,074	85
1579	CAPITAL ST	2nd St	3rd St	68	5	Slurry Seal Type II	2.86	4,522	4,522	4,522	85
1694	GLASS WAY	2nd Ave	3rd Ave	69	5	Slurry Seal Type II	2.86	1,991	1,991	1,991	85

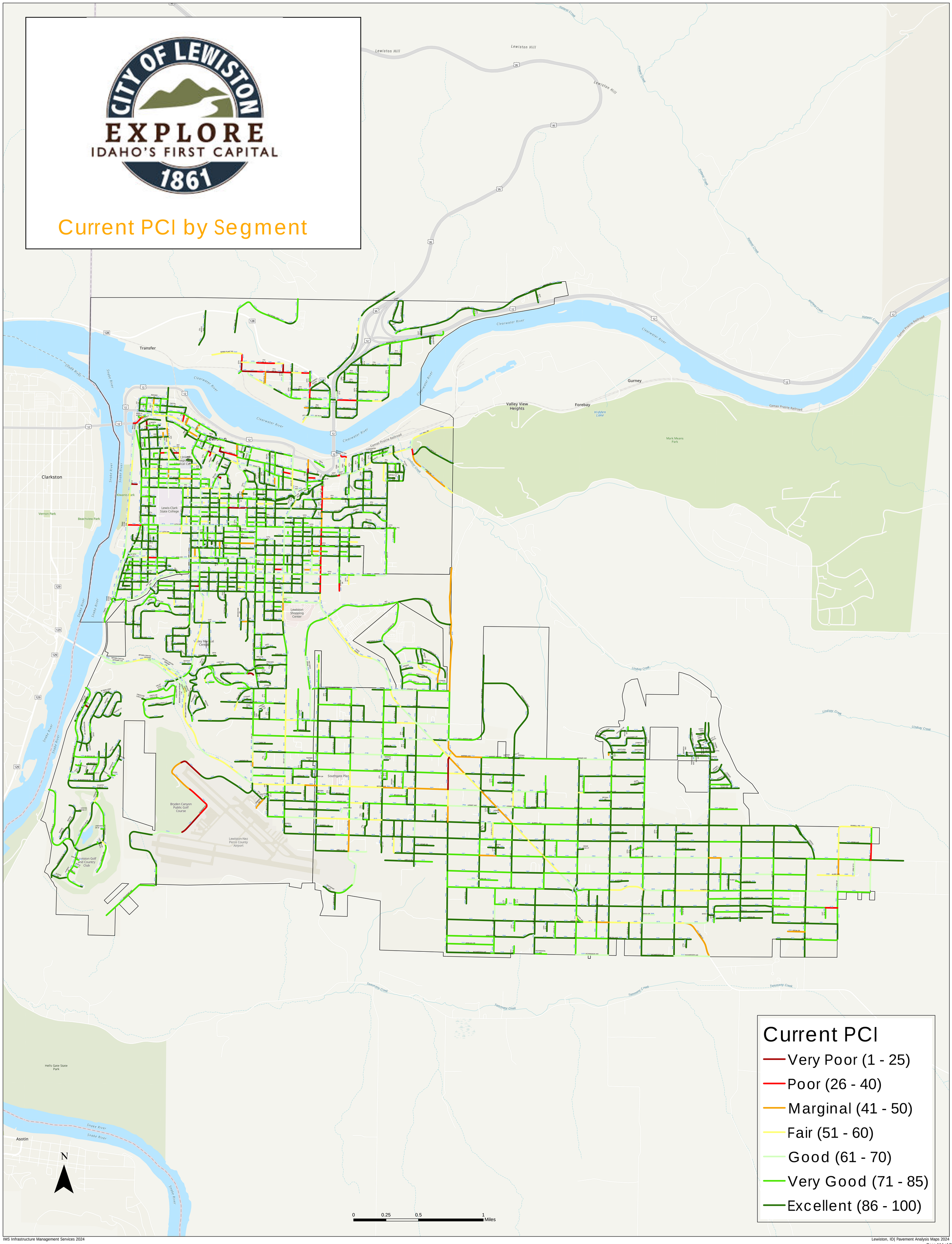
Appendix C

Full-Size Maps

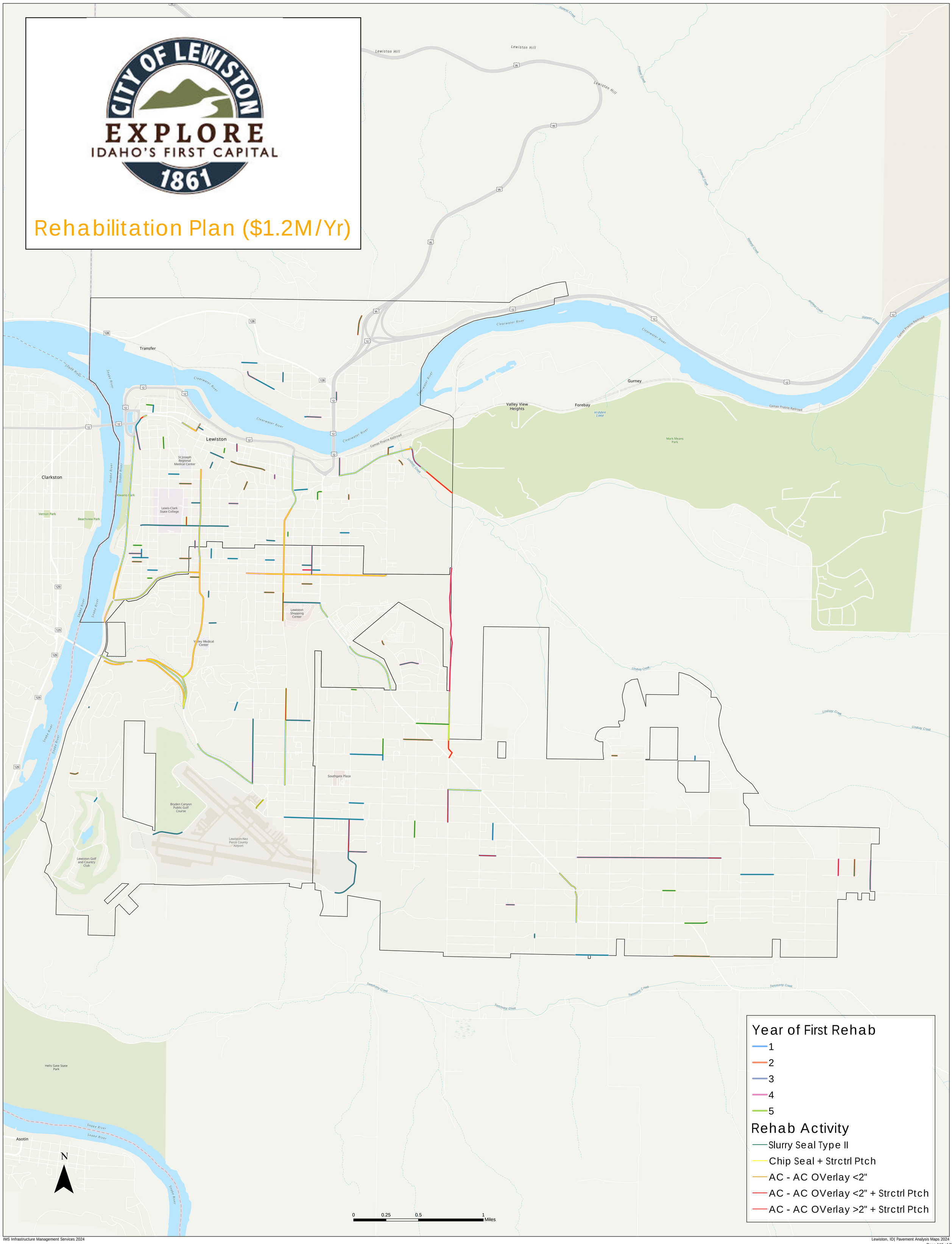
Functional Class by Segment



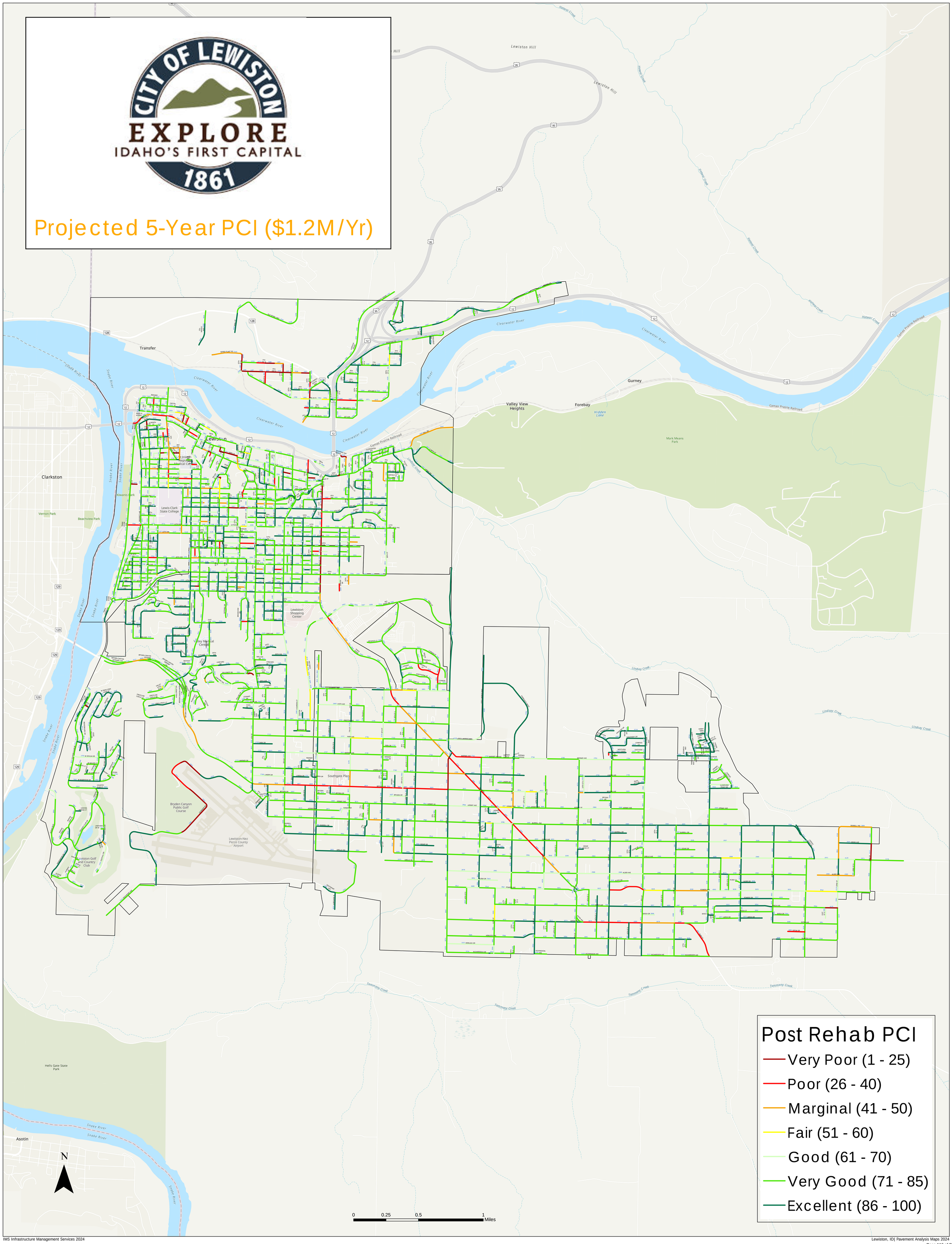
Current PCI by Segment



Rehabilitation Plan ($1.2M/Yr)



Projected 5-Year PCI ($1.2M/Yr)



City of Lewiston, Idaho

PERSONNEL POLICY

Effective March 2024~~**May 22, 2023**~~

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CITY OF LEWISTON PERSONNEL POLICY

This Policy sets forth the personnel policies and procedures of the City of Lewiston. This Policy is designed to familiarize City employees with such policies and procedures and to provide fair and equal treatment of City employees.

The official, up-to-date Personnel Policy is available on the City of Lewiston website at www.cityoflewiston.org. Questions about the Personnel Policy should be directed to the Human Resources Department.

All City employees are responsible for reading, understanding, and complying with the policies and procedures set forth in this Policy. Directors and supervisors, in particular, are expected to be familiar with the contents of this Policy in order to be able to answer questions and apply the appropriate policies and procedures as personnel issues arise.

The City reserves the right to modify the policies and procedures set forth in this Policy at any time, without prior notice to or consent from City employees. Employees are responsible for knowing about and understanding those changes once they have been disseminated. The City also reserves the right to interpret the provisions of this Policy. Changes may be made at the sole discretion of the City Council.

Employees should not interpret anything in this Policy as creating a contract or guarantee of continued employment. Employees of the City may only be terminated for cause, except as provided in Section 409 (Introductory Probationary Period) of this Policy. This Policy is not a contract of employment and is not intended to specify the duration of employment or limit the reasons for which an employee may be discharged. All provisions of this Policy shall be interpreted in a manner consistent with this paragraph. In addition, this Policy is not intended to cover all possible situations that may arise in an employee's relationship with the City.

Commented [NEP1]: If changed to at will use proposed language – "All employees of the City are at-will, except as otherwise provided in a collective bargaining agreement, and may be discharged with or without cause and have no right to continued employment or employment benefits."

Many matters covered by this Policy, such as benefit plan descriptions, are also described in separate City documents. Such documents are always controlling over any statement made in this Policy or by any member of management.

The City is a political subdivision of the State of Idaho, though it is not a part of the State government. The City Council serves as the governing body of the City and is the general policymaker for the City. The Mayor has the primary authority to establish terms and conditions of employment with the City. Pursuant to Idaho Code § 50-204 and subject to Idaho Code § 50-205 (Refusal to Confirm Appointments – Vacancies) and § 50-206 (Removal of Appointive Officers), as amended from time-to-time, the Mayor appoints and removes the City Clerk, City Treasurer, City Attorney, and such other officers designated by City ordinance. The Mayor has superintending control of all other City employees, unless otherwise provided by State or local law (such as the Library Director) or City policy. Pursuant to Idaho Code §§ 33-2607 and 33-2608, the Library Board of Trustees hires, supervises, and removes the Library Director; provided, however, prior to removing the Library Director, the Library Board of Trustees must confer with the Mayor, City Attorney, and Human Resources Director.

Each employee should recognize that although he/she may be directly supervised by a Director or supervisor, he/she remains an employee of the City and not of the person who supervises his/her work. The terms and conditions set forth in this Policy cannot be superseded by the Mayor, a Director, or a supervisor without the express written authorization of the City Council. Employees may, however, work for a department with an operational policy that provides additional direction to employees on expectations and procedures unique to that department. This Policy is the property of the City, and it is intended for the personal use and reference by employees of the City.

Policy Revisions
The City reserves the right to make changes to this Policy and to any employment policy, practice, work rule, or benefit, at any time without prior notice. Any other change to this Policy or any employment policy, practice, work rule, or benefit is effective only if it is in writing, and is signed or authorized by the City Council. Except as otherwise provided in this Policy, no one has the authority to make any promise or commitment contrary to what is in this Policy.

This Policy replaces all earlier Policies and supersedes all prior inconsistent policies, practices, and procedures.

CHAPTER 1 - GENERAL

SECTION 101 SCOPE OF APPLICATION

It is in the best interest of the City of Lewiston, its citizens, and its employees that there be rules and regulations adopted by the City Council that promote full communication between the City, as the employer, and its employees. This policy is intended to provide policies promoting fairness and consistency in the treatment of employees and to articulate rules and standards intended to guide and measure performance. These policy statements are not intended to be an exclusive source of rules and regulations concerning employment. The Mayor and Department Directors are entitled to establish work standards and procedures necessary to implement these policies or to efficiently carry out the functions of their departments and general City operations, provided such standards do not diminish the benefits or protections granted to employees by City policy.

This policy shall apply to all offices, positions and employees in the service of the City except:

1. Elective offices.
2. Positions on appointive boards, commissions and committees.
3. Independent Contractors

However, in the event of any conflict between this policy and a collective bargaining agreement or an employment contract, the collective bargaining agreement or employment contract shall control.

SECTION 102 EQUAL EMPLOYMENT OPPORTUNITY

It is The City's policy to provide equal employment opportunity for all applicants and employees. The City does not unlawfully discriminate on the basis of actual or perceived race, color, religion, religious creed (including religious dress and religious grooming practices), sex (including pregnancy, perceived pregnancy, childbirth, breastfeeding, or related medical conditions), gender, gender identity (including transgender identity, status and transitioning), gender expression and sex stereotyping, national origin, ancestry, citizenship, age, physical or mental disability, legally protected medical condition or information (including genetic information), family care or medical leave status, military caregiver status, military status, veteran status, marital status, domestic partner status, sexual orientation, status as a victim of domestic violence, sexual assault or stalking, enrollment in a public assistance program, engaging in protected communications regarding employee wages, requesting a reasonable accommodation on the basis of disability or bona fide religious belief or practice, or any other basis protected by local, state, or federal laws. Consistent with the law, The City also makes reasonable accommodations for disabled applicants and employees; for pregnant employees who request an accommodation with the advice of their health care providers, for pregnancy, childbirth, or related medical conditions; for employees who are victims of domestic violence, sexual assault, or stalking; and for applicants and employees based on their religious beliefs and practices.

The City will endeavor to accommodate the sincere religious beliefs of its employees to the extent such accommodation does not pose an undue hardship on The City's operations. If employees wish to request such an accommodation, they should contact the Human Resources Department.

The City prohibits sexual harassment and the harassment of any individual on any of the other bases listed above. For information about the types of conduct that constitute impermissible harassment and The City's internal procedures for addressing complaints of harassment, and the legal remedies available through and complaint procedures of the appropriate state and federal agencies and directions on how to contact these agencies, please refer to The City's Policy Against Harassment, Discrimination, and Retaliation. .

This policy applies to all areas of employment including recruitment, hiring, training, promotion, compensation, benefits, transfer, disciplinary action, and social and recreational programs. It is the responsibility of every manager and employee to conscientiously follow this policy. Any employee having any questions regarding this policy should discuss them with the Human Resources Department.

SECTION 103 OPEN COMMUNICATION AND NON-DISCRIMINATION

At the City of Lewiston, we believe that communication is at the heart of good employee relations. Employees should share their concerns, seek information, provide input, and resolve work-related issues by discussing them with their supervisor until they are fully resolved. It may not be possible to achieve the result an employee wants, but the supervisor needs to attempt to explain in each case why a certain course of action is preferred. If an issue cannot be resolved at this level, the employee should discuss the issue with the Division Manager then, if needed, with the Department Director. If the employee's concern cannot be resolved with the supervisor, manager, or Department Director, then the employee may discuss such concern with the Human Resources Director. If the employee's concerns cannot be resolved or the issue relates to something or someone related to Human Resources, the employee may discuss such concerns with the Mayor.

Regardless of the situation, the employee should be able to openly discuss any work-related concerns without fear of retaliation. Directors, Managers, and Supervisors are expected to listen to employee concerns, encourage employees' input, and seek resolution to employees' concerns. Often this will require setting a meeting in the near future. Directors, managers, and/or supervisors are to set these meetings as quickly as possible, and employees are expected to understand that issues and concerns may not always be addressed at the moment they arise. Discussing these issues and concerns with management will help to find a mutually acceptable solution for nearly every situation.

If an employee has a concern about discrimination and/or harassment, the employee should follow the procedures set forth in the City's non-discrimination policy (section 203), below. The City is committed to the following:

1. Recruiting, hiring, training, and promoting persons in all job titles, without regard to actual or perceived race, color, national origin, ancestry, religion, creed, sex, age, marital or familial status, physical or mental disability, sexual orientation, gender identity/expression, or veteran's status, unless based on a bona fide occupational qualification.
2. Making employment decisions in a manner that furthers the principle of equal employment opportunity.
3. As opportunities for transfer, advancement, or promotion occur, including promotions into and within management, conducting periodic performance reviews and analysis of personnel records to ensure that all employees continue to receive equal considerations and that only valid requirements are imposed for these opportunities.

Any employee or applicant who believes that he/she has not been afforded treatment conforming to the policy of equal employment should contact the Human Resources Director.

SECTION 104 POWERS OF MAYOR

The Mayor is the chief administrative official of the City and has all powers as set forth in Idaho Code Title 50, Chapter 6, as amended from time-to-time. The Mayor may establish administrative rules, policies, and procedures as he/she deems necessary for the control and supervision of the affairs of the City, so long as such administrative rules, policies, and procedures are not in conflict with this Policy.

The Mayor has the authority to hire and terminate the employment of all City employees, unless otherwise provided by State or local law or City policy. The Mayor may delegate the authority to hire City employees to Department Directors.

The Mayor is authorized to issue additional administrative policies to supplement this Policy. Administrative policies are created when the City has identified a need to expand in explanation and/or procedure. They are in effect until either repealed or amended. Administrative Policies can be found on the City website and in the Human Resources Department. All new Administrative Policies are emailed to City employees and City Councilors through City emails when such policies become effective.

SECTION 105 COMPLIANCE WITH THIS POLICY

In accepting employment with the City of Lewiston, each employee agrees to be governed by and to comply with: (a) this Policy and all administrative rules, policies, and procedures established by the Mayor pursuant thereto; (b) any applicable collective bargaining agreement; and (c) all rules, regulations, and directives of the department in which the employee is works. While performing their duties on behalf of the City, volunteers are expected to adhere to the same rules of conduct as City employees, as outlined in this Policy.

At will possible insertion

Commented [NEP2]:
SECTION XX AT-WILL EMPLOYMENT

"All employees of the City are at-will and may be discharged with or without cause and have no right to continued employment or employment benefits, except as otherwise provided in a collective bargaining agreement, or as may be expressly agreed to in writing by the City Council or City Mayor".

SECTION 106 DEPARTMENT RULES AND REGULATIONS

Department Directors may create rules and regulations that are more specific to their department's operation. Department rules and regulations should not conflict with this Policy or Administrative Policies.

SECTION 107 APPLICANTS AND EMPLOYEES WITH DISABILITIES

The City is committed to providing equal employment opportunities for all qualified individuals with disabilities in accordance with the federal Americans with Disabilities Act and applicable State disability laws. In accordance with these laws, The City strictly forbids all forms of unlawful discrimination, harassment, or retaliation against qualified applicants or employees with disabilities, and for pregnant employees who so request for pregnancy, childbirth, or related medical conditions, and requires reasonable accommodation if necessary for such individuals to perform the essential functions of their jobs safely and efficiently without undue hardship to The City and without serious risk to the health and safety of others.

Applicants and employees who require accommodation of any disability should inform The City of their needs. The City may have no way of knowing whether an individual requires an accommodation unless they bring it to the attention of The City. The City will engage in an interactive conversation to determine if there is a reasonable accommodation that can be provided that will not cause The City undue hardship and will

treat all such information as confidential to protect privacy rights under laws such as HIPAA, but some disclosure will be necessary to fulfill the purposes of this policy.

Employees who are made aware that an applicant or employee has a disability should presume that the information is confidential and discuss it only with upper management and Human Resources, unless the employee has disclosed or consented to further disclosure.

Discrimination, harassment, or retaliation against an individual because they are considered disabled or has been given accommodation for a disability is absolutely forbidden and grounds for immediate termination. Employees who believe they have been harassed in violation of this policy may file a complaint under The City's policy on Equal Employment Opportunity.

CHAPTER 2 – CODE OF CONDUCT

Employees are expected to conduct themselves in a professional manner that is both civil and cooperative. City employees are public employees and therefore are exposed to additional public scrutiny in both their public and personal conduct. This Code of Conduct has been established to aid employees in understanding both expected and prohibited conduct. Violations of the Code of Conduct will be grounds for disciplinary action up to and including termination of employment. This list is illustrative and not all inclusive. Other behaviors and acts of misconduct not specifically detailed here may be grounds for disciplinary action as well.

SECTION 201 CONDUCT

EXPECTED CONDUCT

Each employee is expected to conduct himself/herself in a professional manner. In order to accomplish this, each employee must:

1. Be respectful, courteous and professional. Work cooperatively and constructively with fellow workers and members of the public.
2. Be prompt and regular in attendance at work for defined work schedules or other required employer functions, and follow procedures for exceptions to the normal schedules, including the scheduling and taking of vacation and sick leave.
3. Comply with dress standards established in the department for which the employee works. In the absence of any departmental dress standards, clothing will be appropriate for the functions performed and will present a suitable appearance to the public.
4. Abide by all departmental rules and direction of a supervisor whether written or oral. No employee will be required to follow the directive of a supervisor that violates the laws of the local jurisdiction, state or nation.
5. Maintain the confidential nature of records that are not open to the public in accordance with the direction of the responsible official.
6. Maintain a current appropriate driver's license when work for the City requires the employee to drive a vehicle as part of his/her responsibilities. Each such employee must report any state-imposed driving restrictions to his/her immediate supervisor and notify his/her supervisor if his/her driving abilities are impaired.
7. Follow all workplace safety rules whether established formally by the department or by outside agencies.
8. Report all accidents that occur or are observed on the job, or that involve City property, and cooperate as requested in the reconstruction of any such accident.
9. Avoid conflicts of interests in appointments and working relationships with other employees, contractors and potential contractors in the City and related agencies.

10. Adhere to any code of ethics in the employee's profession, to the extent that such code of ethics does not conflict with the City's policies or regulations. If an employee believes a department rule or directive of a supervisor violates any code of ethics of the employee's profession, the employee may initiate the grievance process as outlined in the Grievance Procedure section of this policy.

PROHIBITED CONDUCT

Employees are required to refrain from behaviors that reflect adversely upon or harm the City, including:

1. Not initiate or participate, or encourage others, in acts or threats of violence, bullying, malicious gossip, spreading of rumors, or any other behavior designed to create discord and lack of harmony, or that willfully interferes with another employee's ability to do his/her job.
2. Not engage in abusive conduct or language, including profanity and loud, threatening or harassing speech, toward or in the presence of fellow employees or the public.
3. Not engage in conduct at or away from work that may reflect adversely upon the City or its officials or otherwise impair the employee's ability to perform.
4. Not engage in prolonged visiting with co-workers, children, friends or family members that interfere with work in the department in which the employee serves.
5. Not use work time for personal business, including the selling of goods or services to the general public.
6. Not use phones or computers in the workplace in a manner that violates policy or that disrupts workplace productivity, including time spent on social media.
7. Not use work time or public premises to promote religious beliefs to members of the public or fellow employees.
8. Not have non-City employment, or serve on any board or commission, that conflicts with duties performed for the City in any meaningful way. Individual offices/departments may determine permissible examples of outside employment.
9. Not knowingly make any false report or complaint regarding behavior of others or participate in such report or complaint.
10. Not use any substances, lawful or unlawful, that will impair the employee's ability to competently perform his/her work or threaten the safety and well-being of other workers or the public. If the employee is prescribed a medication that may impair the employee's ability to safely do his/her job, the employee is required to provide a physician's note explaining the possible effects of the medication on the employee's ability to do his/her job and the length of the time that the employee will be required to take the medication. The employee may be required to take leave while taking the medication.
11. Not destroy, alter, falsify or steal the whole or any part of a police report or any record kept as part of the official governmental records of the City (I.C. §§ 18-3201 and 18-3202).
12. Not engage in political activities while on duty. This rule does not apply to Elected Officials.
13. Not provide false or misleading information on employment applications, job performance reports or any other related personnel documents or papers.
14. Not engage in conduct that violates the laws of the state of Idaho, including, but not limited to: I.C. 18-1301 *et seq.* (Bribery and Corruption), I.C. § 74-101 *et seq.* (Public Records Act), I.C. § 74-401 *et seq.* (Ethics in Government Act), I.C. § 74-501 *et seq.* (Prohibitions Against Contracts With Officers), and I.C. § 18-1359 (Using Public Position for Personal Gain).
15. Employees should be careful to avoid the appearance of impropriety, even if accepting a gift is legal under the acts cited above. Thus, employees should not accept a gift that, although may be legal, could create the appearance of impropriety or the impression that the giver was seeking favor. The Ethics in Government Act establishes a floor for conduct by public officials. It should not be read, interpreted, or analyzed in an attempt to find loopholes or technicalities by which an employee can take advantage of the City or their position. Even if contemplated conduct is not technically prohibited by the Act, an employee's conduct may still be considered unethical, and an employee should avoid the appearance of impropriety.

16. Not engage in criminal conduct of any kind while on or off duty.
17. Not mishandle, improperly care or account for, or use city monies. Including the collection, receipting, depositing or recording of fees.

Obviously, not every type of misconduct can be listed. The City reserves the right to impose whatever discipline it chooses, or none at all, in a particular instance. The City will deal with each situation individually and nothing in this Policy should be construed as a promise of specific treatment in a given situation. However, The City will endeavor to utilize progressive discipline. The observance of these rules will help to ensure that our workplace remains a safe and desirable place to work.

JOB PERFORMANCE

Employees may be disciplined for poor job performance, including but not limited to the following:

1. Unsatisfactory work quality or quantity;
2. Excessive absenteeism, tardiness, or abuse of rest break and meal period policies;
3. Failure to follow instructions or City procedures; or
4. Failure to follow established safety regulations.

ATTENDANCE

In addition to the general rules stated above, employees may be disciplined for failing to observe the following specific requirements relating to attendance:

1. Reporting to work on time, observing rest break and meal period policies, recording all time worked, and obtaining approval to leave work early; and
2. Notifying the supervisor in advance of anticipated tardiness or absence.

SECTION 202 WORKPLACE VIOLENCE

STATEMENT OF POLICY

The City recognizes that workplace violence is a concern among employers and employees across the country. The City is committed to providing a safe, violence-free workplace. In this regard, The City strictly prohibits employees, consultants, customers, visitors, or anyone else on City premises or engaging in a City-related activity from behaving in a violent or threatening manner. Moreover, The City seeks to prevent workplace violence before it begins and reserves the right to address certain behaviors, even in the absence of violent behavior.

The City believes that prevention of workplace violence begins with recognition and awareness of potential early warning signs and has established procedures within Human Resources for responding to any situation that presents the possibility of violence.

WORKPLACE VIOLENCE DEFINED

Workplace violence includes, but is not limited to, the following:

1) Threats of any kind;
2) Threatening, physically aggressive, or violent behavior, such as intimidation of or attempts to instill fear in others;
3) Other behavior that suggests a propensity towards violence, which can include belligerent speech, excessive arguing or swearing, sabotage, or threats of sabotage of City property, or a demonstrated pattern of refusal to follow City policies and procedures;
4) Defacing City property or causing physical damage to the facilities.

REPORTING

If any employee observes or becomes aware of any of the above-listed actions or behavior by an employee, customer, consultant, visitor, or anyone else, they should notify Human Resources immediately.

Further, employees should notify Human Resources and their supervisor if any restraining order is in effect, or if a potentially violent non-work-related situation exists that could result in violence in the workplace. No adverse employment action will be taken against an employee because they notify The City of a potentially violent non-work situation.

INVESTIGATION

All reports of workplace violence will be taken seriously and will be investigated promptly and thoroughly. In appropriate circumstances, The City will inform the reporting individual of the results of the investigation. To the extent possible, The City will maintain the confidentiality of the reporting employee and of the investigation. The City may, however, need to disclose results in appropriate circumstances, for example, in order to protect individual safety. The City will not tolerate retaliation against any employee who reports workplace violence.

CORRECTIVE ACTION AND DISCIPLINE

If The City determines that workplace violence in violation of this policy has occurred, The City will take appropriate corrective action and will impose discipline on offending employees. The appropriate discipline will depend on the particular facts but may include written or oral warnings, probation, reassignment of responsibilities, suspension, or termination. If the violent behavior is that of a non-employee, The City will take appropriate corrective action in an attempt to ensure that such behavior is not repeated.

Under certain circumstances, The City may forego disciplinary action on the condition that the employee takes a medical leave of absence. In addition, The City may request that the employee participate in counseling, either voluntarily or as a condition of continued employment.

EMPLOYEE ASSISTANCE PROGRAM

Any employee who believes that they may have a problem that could lead to violent behavior is encouraged to use The City's Employee Assistance Program. The EAP is a professional, confidential counseling service that is available to all personnel and members of their household to assist in resolving emotional difficulties, marital and family conflict, stress, chemical dependency, conflicts at work, and other concerns. The EAP counselor can help to clarify a problem and to develop an action plan during the counseling session. EAP services are prepaid by The City. Further information regarding The City's Employee Assistance Program may be obtained from your supervisor or from Human Resources.

SECTION 203 POLICY AGAINST HARASSMENT, DISCRIMINATION, AND RETALIATION

PURPOSE OF POLICY

The City is committed to providing a workplace free of unlawful harassment and discrimination, and creating and maintaining a respectful work environment for all employees. This includes sexual harassment (which includes harassment based on pregnancy, perceived pregnancy, childbirth, breastfeeding, or related medical conditions) and harassment based on actual or perceived gender, gender identity (including transgender identity, status and transitioning), gender expression and sex stereotyping, as well as harassment based on such factors as race, color, religion, religious creed (including religious dress and religious grooming), national origin, ancestry, citizenship, age, physical or mental disability, legally-protected medical condition or information (including genetic information), family care or medical leave status, military caregiver status, military status, veteran status, marital status, domestic partner status, sexual orientation, status as a victim of domestic violence, sexual assault or stalking, enrollment in a public assistance program, engaging in protected communications regarding employee wages, requesting a reasonable accommodation on the basis of disability or bona fide religious belief or practice, or any other basis protected by federal, state, or local laws. The City strongly disapproves of and will not tolerate harassment of or discrimination against applicants, employees,

interns, or volunteers by managers, supervisors, co-workers or third parties with whom employees come into contact. Similarly, ~~T~~the City will not tolerate harassment by its employees of non-employees with whom ~~T~~the City employees have a business, service, personal or professional relationship. ~~-~~This policy applies to all employees with the City. Prohibited conduct as outlined in this policy is unacceptable in the workplace and in any work-related setting outside of the workplace, including business-related meetings, trips, or events.

HARASSMENT DEFINED

Harassment includes verbal, physical, and visual conduct that creates an intimidating, offensive, or hostile working environment or that interferes with an employee's work performance. The Equal Employment Opportunity Commission (EEOC) defines harassment as unwelcome conduct that is based on race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability or genetic information. Harassment becomes unlawful where ~~Such conduct constitutes harassment when (1)~~ submission to the conduct is made either an explicit or implicit condition of employment, or the conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive. Anti-discrimination laws also prohibit harassment against individuals in retaliation for filing a discrimination charge, testifying, or participating in any way in an investigation, proceeding, or lawsuit under these laws; or opposing employment practices that they reasonably believe discriminate against individuals, in violation of these laws.~~; (2) submission or rejection of the conduct is used as the basis for an employment decision; or (3) the harassment interferes with an employee's work performance or creates an intimidating, hostile, or offensive work environment~~.

Harassing conduct can take many forms and may include, but is not limited to, the following: slurs, jokes, insults, statements, gestures, teasing, assault, impeding or blocking another's movement or otherwise physically interfering with normal work, pictures, posters, symbols, drawings, or cartoons, violating someone's "personal space" (for example by blocking someone's way) foul or obscene language, leering, stalking, staring, unwanted or offensive letters or poems, offensive email or voicemail messages, or any kind of verbal, visual or physical conduct that denigrates or shows hostility or aversion towards an individual because of any protected characteristic, and interference with work performance. The City's policy concerning harassment includes off work activities that would otherwise be in violation of this policy, including but not limited to city events and public places.~~.~~

Sexually harassing conduct in particular may include all of these prohibited actions, as well as other unwelcome conduct, such as requests for sexual favors, conversation containing sexual comments, and other unwelcome sexual advances. Sexually harassing conduct can be by a person of either the same or opposite sex. Sexually harassing conduct need not be motivated by sexual desire to violate this policy.

The examples outlined in this policy concerning sexual and other forms of workplace harassment, are illustrative of conduct that may constitute harassment, but are not an exhaustive list. Other acts may constitute harassment depending on the circumstances of the specific situation. A single incident may or may not constitute harassment but would require investigation of the facts, on a case by case basis.

REPORTING AND INVESTIGATING HARASSING, DISCRIMINATORY AND RETALIATORY CONDUCT

Employees shall immediately notify their supervisor or Human Resources regarding any known or alleged violations relating or similar to the types of harassment/discrimination prohibitions described in this regulation. When the alleged violations are against a Human Resources employee, reports should be made to the Mayor or City Attorney. When a harassment/discrimination complaint is received, the complainant will be encouraged to place their concerns in writing. Upon notification of a complaint, it will be determined whether an investigation is warranted, and if so the extent of such an investigation.

If it is determined an investigation is warranted, the supervisor or designee shall arrange for an investigation with the assistance of Human Resources. In the case where the complainant's supervisor is the cause of the

complaint, the complainant may file a complaint with Human Resources who will arrange for the investigation with the appropriate supervisor or department.

The procedures available under this regulation do not preempt or supersede any legal procedures or remedies otherwise available to a victim of discrimination or harassment under state or federal law. Should a complaint be received by a department directly from a compliance agency, the complaint shall be forwarded to the Human Resources Department immediately. A substantiated charge of harassment or discrimination against an employee of the City shall subject that employee to disciplinary action, up to and including termination. Complaints of discrimination or harassment will be handled with sensitivity, discretion and confidentiality to the extent allowed by the circumstances and the law. This means that allegations of harassment will only be shared with those who have a need to know so that the City can conduct an effective investigation. The complainant will be requested to provide as many details as possible, such as date(s), location(s), name(s) of witnesses, and information about the alleged harasser(s).

As a condition of employment all employees, supervisors, and managers shall fully cooperate with investigations. This includes, but is not limited to:

A. Answering all questions completely and truthfully
B. Not withholding information or evidence
C. Not covering up or disposing of evidence

In addition to being obligated to fully cooperate with investigations, employees are prohibited from interfering with investigations in any way. This includes, but is not limited to, contacting (directly or through others) potential witnesses to seek information, influence their statements, or solicit support, and failing to fully disclose all information known about the incident or event.

CORRECTIVE ACTION

The City prohibits conduct severe enough to be unlawful. Yet even more, The City's workplace conduct standards also prohibit conduct and comments which are not severe enough to violate state or local or federal law but which are still inappropriate in the workplace. For example, The City prohibits abusive conduct in the workplace whether or not it is based on a protected category.

As a result, The City will take prompt, appropriate, and effective corrective action (e.g., remedial measures) any time it is established that discrimination, harassment, or retaliation in violation of this policy has occurred whether or not such violation also violates the law.

If it is determined that unlawful discrimination, harassment or retaliation has occurred, an appropriate course of action will be taken by the City. If problematic conduct is revealed in the investigation, corrective action may be taken even if the investigation is inconclusive or if it is determined that there has been no unlawful discrimination, harassment or retaliation.

Corrective action may include, for example: training, referral to counseling, or disciplinary action ranging from a verbal or written warning to termination of employment, depending on the circumstances. With regard to acts of harassment or discrimination by customers or vendors, corrective action will be taken after consultation with the appropriate management personnel.

The City will not tolerate retaliation against any employee for making a good faith complaint of harassment, discrimination, or retaliation, or for cooperating in an investigation.

CONFIDENTIALITY

All inquiries, complaints, and investigations are treated confidentially to the extent possible. Information is revealed on a need-to-know basis. However, the identities and statements of all the parties involved in an

investigation may be revealed as a result of the investigatory or appeal process. Employees who are interviewed as a part of an investigation are encouraged to keep the nature of the investigation confidential including not sharing unauthorized information with others about the investigation or their interview.

ANTI-RETALIATION

The City of Lewiston strictly prohibits any form of retaliation against a person who has reported a concern in good faith, or has provided information in an investigation, hearing or other form of administrative review. Retaliation includes, but is not limited to, adverse employment actions, direct or indirect threats, teasing, taunting, negative or derogatory comments about or to the person, silent treatment, refusal to work with or avoiding the person. Retaliation also includes informing others about the complaint, portraying the claimant and/or witnesses in a negative light, or soliciting support for one side versus the other. All incidents of retaliation shall be reported to Human Resources immediately. All employees, including supervisors and managers, who engage in retaliation or discriminating/harassing conduct are subject to disciplinary action, including possible termination of employment.

ANTI-HARASSMENT TRAINING

Every City employee is required to undergo Sexual Harassment training within his/her first three (3) months of employment and at least once every two (2) years thereafter. In addition, all employees hired as or promoted to a supervisory or management position must undergo at least two (2) hours of interactive sexual harassment training within the first six (6) months of assuming a new supervisory or management position. Additionally, all supervisors and managers must complete at least two (2) hours of interactive sexual harassment training at least once every two (2) years thereafter. An employee who fails to comply with this section may be subject to disciplinary action, up to and including termination of employment.

ZERO TOLERANCE

The City does not tolerate and prohibits discrimination, harassment or retaliation of or against job applicants, contractors, interns, volunteers or employees by another employee, supervisor, vendor, customer or any third party on the basis of race, color, creed, religion, age, sex or gender (including pregnancy, childbirth and related medical conditions), sexual orientation, gender identity or gender expression (including transgender status), national origin, ancestry, marital status, protected medical condition as defined by state law (cancer or genetic characteristics), physical or mental disability, military and veteran status, genetic information, or any other characteristic protected by applicable federal, state or local laws and ordinances. The City is committed to a workplace free of discrimination, harassment and retaliation.

The City's management is dedicated to ensuring the fulfillment of this policy as it applies to all terms and conditions of employment, including recruitment, hiring, placement, promotion, transfer, training, compensation, benefits, employee activities and general treatment during employment.

SECTION 204 ATTENDANCE AND PUNCTUALITY

It is important for employees to report to work on time and to avoid unnecessary absences. The City recognizes that illness or other circumstances beyond an employee's control may cause him/her to be absent from work from time to time. However, frequent absenteeism or tardiness may result in disciplinary action, up to and including discharge. Excessive absenteeism or frequent tardiness puts an unnecessary strain on co-workers and can have a negative impact on the success of the City.

Employees are expected to report to work when scheduled. Employees unable to report to work at their scheduled time must call in per their department policies or collective labor agreement. Whenever an employee knows in advance that he/she is going to be absent, the employee should notify his/her immediate supervisor or the designated manager. If the absence is unexpected, the employee should attempt to reach his/her immediate supervisor as soon as possible, but in no event later than one hour before the employee is

due at work. In the event the immediate supervisor is unavailable, the employee must speak with the Department Director or his/her designated representative. If the employee must leave a voicemail, he/she must provide a phone number where the employee may be reached if need be.

SECTION 205 DRUG FREE WORKPLACE

The purpose of this policy is to provide a drug and alcohol free workplace for the protection and well-being of the City, its employees, property, equipment, operations, and the public it serves. Employees are expected to report to work drug and alcohol free in order to enable safe and efficient job performance. Employees are expected to engage in activities while on-the-job, while on City premises, or in the scope and course of employment, which are appropriate for the work environment and do not compromise the City's integrity or interest in maintaining a safe, secure and drug and alcohol free workplace.

Employees being treated with a drug or controlled substance that might adversely affect their ability to perform their essential job duties shall provide a written statement from their doctor regarding their ability to safely and effectively perform these duties. Employees are not required to divulge what drug or controlled substance they are being treated with or the medical condition necessitating the need for treatment, unless the City requests this information in accordance with applicable laws.

SUBSTANCES TESTED

The City will test for the following substances:

A. Alcohol;
B. Marijuana;
C. Cocaine;
D. Amphetamines;
E. Opioids;
F. Synthetic Opioids; and
G. Phencyclidine (PCP).

ALCOHOL USE

Employees are prohibited from consuming alcohol while working or while on-call. Employees are also prohibited from reporting to work under the influence of alcohol. This policy includes unanticipated call-in situations. If an employee cannot meet this requirement, it is his or her responsibility to tell their supervisor, or person initiating the call-in, that they cannot report to work. Alcohol is a legal substance therefore it is not the intention of this policy to prohibit employees from consuming alcohol when not on duty, or while participating in activities or events at City facilities while not on duty. Listed below are examples of situations in which the responsible use of alcohol by employees during the course and scope of City business may be acceptable. However, employees are expected to seek prior direction from their Department Director regarding the appropriateness of consuming alcohol in these situations.

A. While attending a seminar or conference function where alcohol is being served.
B. While traveling on business, provided all work duties for the day have been completed.

Although alcohol use may be permitted under limited circumstances, employees are expected to use good judgment and behave in a professional and respectable manner while in the course and scope of City business. Misuse of alcohol under these circumstances is a violation of this policy and may result in disciplinary action up to and including termination. Employees are required to abide by all terms of the vehicle usage policy.

RESERVATIONS

This Drug-Free Workplace policy is not intended to replace or supersede testing, reporting, and procedures mandated by applicable laws. Employees who are enrolled and are participating in, or have completed a

supervised rehabilitation program and are no longer engaging in the use of illegal drugs or substances shall be protected from discrimination and harassment through the Americans with Disabilities Act of 1990. All situations will be handled in accordance with this policy and in consultation with representatives of Human Resources. Situations not specified by policy will be referred to and reviewed by Human Resources in consultation with the employee's Department Director or designee.

SAFE HARBOR REFERRAL

A fundamental purpose of the City's Drug-Free Workplace Policy is to assist employees who themselves are seeking treatment for alcohol or illegal drug use. For this reason, the City will not initiate disciplinary action against any employee regarding the disclosure of his or her drug or alcohol related problem who meets all three of the following conditions:

A. Voluntarily identifies him/herself to Human Resources as a user of alcohol and/or illegal drugs, as they apply to this policy, prior to being identified through other means, or prior to being asked to provide a urine and/or breath sample for testing;
B. Obtains evaluation, counseling or rehabilitation from an approved facility; and
C. Thereafter refrains from using illegal drugs or misusing prescription drugs and/or alcohol.

This provision is not intended to allow an employee to evade disciplinary action. The key to this provision's rehabilitative effectiveness is an employee's willingness to admit their problem. This provision is not available to an employee who requests protection under this provision after:

A. Being identified through other means; or
B. Being asked to provide a urine sample for testing; or
C. Having had a verified positive test result for alcohol and/or illegal drugs pursuant to this policy.

Drug or alcohol related incidents that are subject to discipline and occurred prior to seeking Safe Harbor are not covered by Safe Harbor protections. An employee who requests Safe Harbor will be required to sign an agreement outlining his or her obligations under Safe Harbor.

NEW EMPLOYEE NOTIFICATION

Applicants for safety sensitive positions will be informed about the City's drug testing program on the vacancy announcement for each applicable position. During the screening process applicants will be notified of the testing requirements for particular positions and that appointment to the position is contingent upon a negative post-offer drug test. Upon hiring, new employees will receive an electronic or printed copy of the Personnel Policy.

SAFETY SENSITIVE POSITIONS

For purposes of this policy, a safety sensitive position will be defined as a position in which the duties performed as a regular part of the job could reasonably expect to affect health, safety, and security of employees and citizens. Safety sensitive positions are those in which the responsibilities of the position require employees to:

A. Qualify and maintain qualification standards to carry firearms,
B. Perform emergency medical, lifesaving, and/or fire suppression activities;
C. Supervise employees during the performance of critical incident functions which require employees to qualify to carry firearms, perform emergency medical, lifesaving and/or fire suppression activities;
D. Operate, maintain or inspect emergency vehicles, heavy equipment, or vehicles having a gross combination weight rating of 26,001 or more pounds and/or lifesaving equipment used for emergency services;
E. Obtain a national security clearance as a condition of employment;
F. Exercise custodial responsibility for illegal drugs or precursors;
G. When the responsibilities of the position require the person to work with minors or individuals with disabilities;

H. Handle hazardous materials that if mishandled, place the general public at risk of serious injury; or
I. Other positions deemed safety sensitive by the City of Lewiston.

These positions are characterized by critical safety or security responsibilities. The job functions associated with these positions directly and immediately relate to public health and safety, the protection of life, and law enforcement.

TYPES OF TESTING

Post-Offer Applicant Testing – Safety-Sensitive Positions

Persons applying for safety sensitive positions who are given a conditional offer of employment will be subject to testing for illegal drugs. Vacancy announcements for safety sensitive positions shall contain a statement informing all applicants that the successful candidate will be given a conditional offer of employment for the position and will be required to submit to screening for illegal drug use prior to hire. Failure of the vacancy announcement to contain this statement notice will not preclude applicant testing if advance written notice is provided to applicants in some other manner. In addition, each applicant will be notified that appointment to the safety sensitive position will be contingent upon a negative drug test result. Individuals must submit to drug testing at a City approved facility within 24 hours of being sent for testing or as directed by Human Resources. No applicant shall begin work until Human Resources notifies the supervisor that the individual is cleared for work.

Applicants shall be deemed ineligible for employment if they:

1. Fail to report for a test in a timely manner;
2. Refuse to take a test;
3. Tamper with a test specimen;
4. Receive a positive test result; or
5. Fail to provide adequate specimen volume without a verified medical explanation.

Applicants who are deemed ineligible for employment under any of these circumstances may be disqualified for future City employment. The applicant shall be informed of a positive screening result by the medical tester or a Medical Review Officer. Because of the contingent nature of the offer, a positive screening result or other ineligibility will automatically revoke the offer of employment. Safety-sensitive employees, including Temporary employees, returning to work for the City within 90 days of active paid employment with the City are not required to undergo a post-offer applicant drug test.

Reasonable Suspicion Testing

Both safety sensitive and non-safety sensitive employees will be tested for alcohol and/or illegal drugs when there is reasonable suspicion of on-duty use or impairment. Reasonable suspicion testing may be based upon, among other things:

1. observable phenomena, including but not limited to direct observation of drug or alcohol use or possession and/or the physical symptoms of being under the influence of a drug or alcohol;
2. a pattern of abnormal conduct or erratic behavior;
3. arrest or conviction for a drug or alcohol-related offense, or the identification of an employee as the focus of a criminal investigation into illegal drug possession, use or trafficking;
4. information provided by reliable and credible sources or which is independently corroborated; or
5. newly discovered evidence that the employee has tampered with a previous alcohol or drug test.

Although reasonable suspicion testing does not require certainty, mere hunches alone are not sufficient to meet the standard for a test. If an employee is suspected of using alcohol or illegal drugs pursuant to this policy, the appropriate supervisor will gather all information, facts, and circumstances leading to and supporting this suspicion and present them for higher level concurrence. Concurrence may be from a Department Manager, Department Director, or representative from Human Resources. The employee shall

not be allowed to operate a vehicle or perform sensitive duties until the circumstances are evaluated and the supervisor receives higher concurrence.

Human Resources is to be notified prior to any Reasonable Suspicion Testing, absent any exigent circumstances. The appropriate supervisor will complete a Reasonable Suspicion Form identifying the signs which formed the basis to warrant the testing and forward the form to Human Resources as soon as practical.

Post-Accident Testing
The City is committed to providing a safe and secure work environment. Employees involved in on-the-job accidents or who engage in unsafe on-duty job-related activities that pose a danger to themselves or others or the overall operation of the City, may be subject to testing. Based on the circumstances of the accident or unsafe act, the City's Risk Manager, Human Resource representative, Department Director or designee may initiate testing when such circumstances involve:

1. Death; or
2. Serious personal injury requiring immediate emergency room or urgent care center treatment; or
3. Employees are subject to testing when they cause or are involved in an accident that damages a City vehicle, machinery, equipment or property and/or result in an injury to themselves or another individual requiring off-site medical attention. In any of these instances, the investigation and subsequent testing must take place within two (2) hours following the accident, if not sooner.

An employee subject to post-accident testing shall remain available for such testing, or the City may consider the employee to have refused to submit for testing. An employee subject to post accident testing shall not consume alcohol or drugs, either legal or illegal prior to the testing. Exceptions may be made for prescribed maintenance medications and/or medications administered to treat an injury related to the accident. If a post-accident test is not administered within two (2) hours of the occurrence, the supervisor shall document the reason(s) why it was not promptly administered. If more than eight (8) hours pass, then no alcohol test shall be administered and/or if more than thirty-two (32) hours pass, no drug test shall be administered.

Employees who as a requirement of their position have a Commercial Driver's License, are involved in an on the job accident in which there was a human fatality, bodily injury with immediate medical treatment away from the scene, or disabling damage to any motor vehicle requiring tow away are to undergo a DOT drug and alcohol test. All other accidents who meet the above provisions will provide for a non DOT drug and alcohol test.

Random Testing
Random testing for alcohol and/or illegal drugs will be conducted on employees whose positions are designated as safety sensitive as defined in this policy. Random tests will be unannounced and occur throughout the calendar year. The random selections will be conducted by the designated drug testing contractor using a lottery system and Human Resources will notify the individual's supervisor or designee and provide the name of the individual selected for random testing. The employee shall not be given advance notice of the scheduled testing.

To ensure that all employees in sensitive positions that have been designated for testing have an equal chance of being randomly tested, a scientifically valid random process is used by the testing contractor. The annual number of random tests will be no more than ten percent (10%) of the average number of employee's subject to random testing for alcohol and illegal drugs.

Return to Duty and Follow-up Testing
After a verified positive test result for illegal drugs or alcohol, employees shall have a negative test result before returning to work. All employees referred through administrative channels that undergo counseling or rehabilitation programs for alcohol with a Substance Abuse Professional will be subject to unannounced

alcohol testing by the City of Lewiston from the time they return to work for a period of at least one year following completion of such a program. Such testing is distinct from testing which may be imposed as a component of a rehabilitation program. Confirmation of or continuing participation in an alcohol rehabilitation program, as recommended by a Substance Abuse Professional, is required of an employee returning to duty. The employee will provide documentation to Human Resources from a Substance Abuse Professional when an employee has completed a rehabilitation program. After an employee returns to work, a single positive test result for alcohol or illegal drugs or failure to successfully complete the recommended rehabilitation program will be grounds for disciplinary action up to and including termination.

Employees who as a requirement of their position have a Commercial Driver's License will be required to follow the return to duty provisions as provided by the Federal Motor Carrier Safety Administration (FMCSA), except Transit who is required to follow the Federal Transit Authority. Return to duty testing is required for drivers who test positive, refused, or otherwise violated the prohibitions of 49 CFR Part 382 Subpart B; and who have completed the return to duty process with a DOT qualified Substance Abuse Professional. This test is directly observed and a negative result is required before resuming driving duties. Follow up testing will be required as prescribed by the Substance Abuse Professional for a minimum of six (6) directly observed tests in twelve (12) months, but can be extended an additional four years.

TEST PROCEDURES

The City's alcohol and drug testing program services shall be provided by a designated contractor in accordance with U.S. Department of Health and Human Services (HHS) standards and analyzed by an independent HHS certified lab. The personnel involved in testing and processing results are not employees of the City.

Procedures for Alcohol Testing

An initial test for the presence of alcohol will be conducted using an Evidential Breath Testing Device (EBT) as approved by the National Highway Traffic Safety Administration (NHTSA). If the result of the first screening EBT is an alcohol concentration of .02 or greater, a confirmatory test shall be conducted. The confirmatory test may be conducted on the same EBT as the initial test. Before the confirmatory test is given, the employee will, as instructed by the Breath Alcohol Technician (BAT), wait a minimum of 15 minutes and not eat, drink, belch or put any object or substance into their mouth during that time.

Procedures for Drug Testing

Any individual subject to testing for illegal drugs under this Policy shall be permitted to provide urine specimens in private and in a restroom stall or similar enclosure so that the employee is not observed while providing the sample. Collection site personnel of the same gender as the individual tested, however, may observe the individual provide the urine specimen when such personnel have reason to believe the individual may alter or substitute the specimen to be provided. Collection site personnel may have reason to believe that a particular individual has or may alter or substitute the specimen when the individual has previously been found by the City to be an illegal drug user; or has previously tampered with a sample; or facts and circumstances suggest that the individual is an illegal drug user; or is under the influence of drugs at the time of the test; or has equipment or implements capable of tampering with or altering urine samples. If the temperature of the specimen is outside the range of 32-38 degrees C / 90-100 degrees F or shows signs of contaminants, then there is reason to believe the individual may have altered or substituted the specimen and another specimen shall be collected for testing under the direct observation of a representative from the collection facility. Samples testing positive for illegal drugs will undergo further testing to identify the specific type of drug(s) in the specimen in accordance with HHS requirements. The cutoff levels used by the City's HHS certified lab may change and will be published in the Code of Federal Regulations and Federal Register. The applicant or employee will be contacted by the Medical Review Officer (MRO) and have the opportunity to provide an explanation of a positive result to the MRO. The MRO may choose to conduct employee medical interviews, review employee medical history, or review any other relevant biomedical factors. The

MRO shall review all medical records made available by the tested employee when a verified positive test could have resulted from legally prescribed medication or some other legal substance. Individuals will be afforded the opportunity to submit medical documentation of lawful use of an otherwise illegal drug.

Evidence to justify a positive result may include, but is not limited to:

1. a valid prescription; or
2. a verification from the individual's physician verifying a valid prescription.

If the MRO determines there is no justification for the positive result, such result will then be considered a verified positive test result. The MRO shall refer written determinations regarding all verified positive test results to Human Resources when the MRO is convinced a verified positive result has been determined. Once notified of a verified positive test result for illegal drugs, employees may within 72 hours of notification, at their own expense, request the confirmation specimen be tested by another HHS certified lab. If the MRO certifies that the second drug test is negative, an employee will be reimbursed for the cost incurred including any lost compensation.

Test Refusal

Employees will be considered to have refused testing if they:

1. Refuse to test;
2. Fail to report for a required test at the scheduled time;
3. Engage in conduct that clearly obstructs the testing process;
4. Tamper with the test; or
5. Fail to provide adequate breath or specimen volume without a verified medical explanation.

Employees who refuse to be tested, as described in the test procedures, when so required, shall be subject to the full range of disciplinary consequences up to and including termination. Attempts to alter or substitute the specimen provided will be deemed a refusal to take the test when required.

Deferral of Testing

An employee selected for random drug and alcohol testing may obtain a deferral of testing if Human Resources concurs that a compelling need necessitates a deferral on the grounds that the employee is:

1. In a leave status (sick, annual, compensatory, administrative or leave without pay); or
2. In official travel status away from the test site or about to embark on official travel scheduled prior to testing notification. An employee whose random drug and alcohol test is deferred will be subject to an unannounced test within the following 60 days.

FINDINGS AND ADMINISTRATIVE ACTION

An employee may be found in violation of this policy on the basis of any appropriate evidence including, but not limited to:

1. direct observation of prohibited alcohol use or illegal drug use including misuse of prescription medication;
2. evidence obtained from an arrest or criminal conviction that is related to the workplace, or affects the employee's ability to perform job duties;
3. a verified positive test result;
4. an employee's voluntary admission, unless the employee is meeting the requirements as outlined under the Safe Harbor referral; or
5. test refusal.

Administrative Action

Administrative action is not required for an employee who voluntarily admits to alcohol use or illegal drug use through the Safe Harbor provision of this policy, and obtains counseling or rehabilitation, and thereafter

refrains from using illegal drugs and using alcohol in violation of this policy. The Safe Harbor provision is not intended to allow an employee to evade disciplinary action. Any employee receiving a verified positive test for illegal drugs, including misuse of prescription medication, may be terminated.

When an employee is found to be in violation of the alcohol or illegal drug provisions of this policy, mandatory administrative action will result such as referral to a Substance Abuse Professional and disciplinary action, including the full range of consequences, up to and including termination. The City may also initiate action to terminate an employee for refusing to obtain counseling or rehabilitation through a state licensed facility; and/or not refraining from misuse of alcohol/illegal drugs after a first finding of such use.

The severity of the action chosen will depend on the circumstances of each case. The facts and circumstances leading to a reasonable suspicion test will be taken into account in determining disciplinary consequences. Any rehabilitation recommended will be a condition of continued employment and the cost of rehabilitation will be the responsibility of the employee. The employee remains responsible for successful completion of a treatment program, and assertions regarding the effectiveness of a program shall not constitute either an excuse for continuing to misuse alcohol/illegal drugs or a defense to disciplinary action if the employee does not complete treatment. Any employee receiving a verified positive test for illegal drugs or alcohol shall be placed on leave without pay, unless the employee notifies his/her supervisor of his/her desire to use accrued vacation or accrued compensatory leave.

Effects of Positive Alcohol Testing Results
In addition to the mandatory administrative actions outlined in the previous section, any employee with a breath alcohol test which results in a reading as set out below shall be subject to the following:

1. Employees testing .02 or greater may be subject to discipline up to and including termination.
2. If the results of the test are .02 or greater but less than .04 alcohol concentration the employee shall be removed from the work site and, if retained, may be required to go to a Substance Abuse Professional for assessment, at the employee's expense. The employee may not return to duty for the remainder of the scheduled work day and may be required to have a negative test result before returning to work. The decision to return the employee to duty shall be at the discretion of the Department Director or designee in concurrence with Human Resources.
3. If the results of the test show an alcohol concentration of .04 or greater, the employee shall be subject to the same conditions as set out in above, and in addition, as soon as practicable the employee shall be evaluated by a Substance Abuse Professional, at the employee's expense.
4. Any employee receiving a verified positive test for alcohol .02 or greater shall be placed on leave without pay unless the employee notifies his/her supervisor of his/her desire to use accrued vacation or accrued compensatory leave.

Other Alcohol and/or Drug-Free Workplace Requirements
Any employee who admits to violating a criminal drug statute, or is convicted of violating a criminal alcohol or drug statute that is related to the workplace or affects the employee's ability to perform job duties will be subject to disciplinary action up to and including termination and/or be evaluated by a Substance Abuse Professional. It will be required that the employee complete any recommended rehabilitation program(s) from the Substance Abuse Professional. A conviction, a plea of guilty, a plea of no contest, receiving a suspended imposition of a sentence, and a withheld judgment will all be considered the same as a conviction.

RECORDS AND REPORTS

The employee's privacy shall be maintained. All testing information specifically relating to individuals pursuant to this Policy and any intervention steps, including referral for treatment, counseling or rehabilitation programs, is confidential and should be treated as such by everyone authorized to review or compile program records. In order to efficiently implement this requirement and to make information readily retrievable, Human Resources shall maintain records relating to testing, suspicion of tampering, and any other

authorized documentation necessary to implement this policy. All records and information of personnel actions taken on employees with verified positive test results should be forwarded to the Human Resources Department. Such information shall remain confidential, with only authorized individuals who have a need-to-know having access to them. The results of a test for alcohol or illegal drugs of a City employee may not be disclosed without the prior written consent of such employee, unless the disclosure would be:

1. to the Medical Review Officer;
2. to the Substance Abuse Professional in which the employee is receiving counseling or treatment or is otherwise participating;
3. to Human Resources and/or to any supervisory or management official within the City having authority to process or take adverse personnel action against such employee; or
4. pursuant to the order of a court of competent jurisdiction, where required by the City to defend against any challenges of adverse personnel action, or pursuant to applicable law.

Test results with all identifying information removed may be used for data collection and other activities necessary to comply with testing requirements. Employees who are the subject of a test for alcohol or illegal drugs shall have access to the results of their alcohol or drug tests.

ROLES AND RESPONSIBILITIES

Employees: are expected to report to work drug and alcohol free in order to enable safe and efficient job performance. Employees are expected to engage in activities while on-the-job, while on City premises, or while in the scope and course of employment, which are appropriate for the working environment and do not compromise the City's integrity or interest in maintaining a safe, secure and drug-free workplace.

Supervisors/Managers are expected to:

1. attend training sessions on alcohol misuse and illegal drug use in the workplace;
2. when reasonable suspicion is confirmed, initiate an alcohol/drug test as described in this policy;
3. in conjunction with Human Resources, refer employees to a Substance Abuse Professional for assistance in obtaining counseling and rehabilitation upon a finding of alcohol misuse;
5. initiate appropriate disciplinary action upon a finding of alcohol or illegal drug use;
6. in conjunction with Human Resources, assist higher-level supervisors in evaluating employee performance and/or personnel problems that may be related to alcohol misuse or illegal drug use; and
7. ensure confidentiality of all information regarding employee testing, disciplinary action and rehabilitation.

Department Directors shall:

1. implement the Drug-Free Workplace policy within their respective department, and ensure that it is efficiently and effectively accomplished in accordance with this Policy and all other applicable policies;
2. in conjunction with Human Resources assist in determining appropriate action for employee performance and/or personnel problems that may be related to alcohol or illegal drug use;
3. attend training sessions on alcohol and illegal drug-use in the workplace and encourage supervisors and employees to attend training on these issues; and
4. ensure that all information regarding employee testing, disciplinary action and rehabilitation remains confidential.

Human Resources shall:

1. direct and implement this Policy to ensure it is administered consistently among employee groups and in accordance with all of the provisions of this policy;
2. consult with the Department Director or designee in determining appropriate action for situations related to this program; and

3. ensure that all records and information of personnel actions taken on employees with verified positive test results remain confidential and only shared with individuals having a need-to-know.

Collection Company is expected to:

1. provide specimen collection and alcohol testing as outlined in this policy;
2. maintain an accurate record keeping system which includes safeguards against the unauthorized release of information, proper chain of custody documentation, protection of the privacy of the employee and the overall program effectiveness;
3. work with Human Resources to provide educational materials and training to managers, supervisors, and employees on alcohol and illegal drugs in the workplace including training on the recognition and documentation of facts and circumstances that support a reasonable suspicion that an employee may be using alcohol or illegal drugs;
4. ensure all collection personnel are appropriately trained and maintain certification standards as required by National Highway Traffic Safety Administration (NHTSA) and/or Substance Abuse and Mental Health Services Administration attend training sessions on alcohol misuse and illegal drug use in the workplace;
5. when reasonable suspicion is confirmed, initiate an alcohol/drug test as described in this policy;
6. in conjunction with Human Resources, refer employees to a Substance Abuse Professional for assistance in obtaining counseling and rehabilitation upon a finding of alcohol misuse;
7. initiate appropriate disciplinary action upon a finding of alcohol or illegal drug use;
8. in conjunction with Human Resources, assist higher-level supervisors in evaluating employee performance and/or personnel problems that may be related to alcohol misuse or illegal drug use;
9. ensure confidentiality of all information;
10. implement the Drug-Free Workplace policy within their respective department, and ensure that it is efficiently and effectively accomplished in accordance with this program and all other applicable policies;
11. in conjunction with Human Resources assist in determining appropriate action for employee performance and/or personnel problems that may be related to alcohol or illegal drug use;
12. attend training sessions on alcohol and illegal drug-use in the workplace and encourage supervisors and employees to attend training on these issues;
13. ensure that all information regarding employee testing, disciplinary action and rehabilitation remains confidential;
14. direct and implement this program to ensure it is administered consistently among employee groups and in accordance with all of the provisions of this policy;
15. consult with the Department Director or designee in determining appropriate action for situations related to this program; and
16. ensure that all records and information of personnel actions taken on employees with verified positive test results remain.

MRO shall:

1. receive all laboratory test results;
2. assure that an individual who has tested positive has been afforded an opportunity to discuss the test result in accordance with test procedures outlined in this Policy;
3. consistent with confidentiality requirements, refer written determinations regarding all verified positive drug test results to Human Resources, including a verified positive drug test result form indicating that the positive result has been verified, together with all relevant documentation; and
4. confirm to Human Resources whether an individual who has been tentatively selected for employment with the City has obtained a verified positive test result.

DEFINITIONS

Administrative Action: For an alcohol violation may include referral to a Substance Abuse Professional and/or disciplinary action including a range of consequences such as written reprimand, suspension, etc. up to and including termination. For a drug violation the employee will be terminated.

Adulterant: Adulterating substance or agent aimed to corrupt, debase, or make impure.

Alcohol: Ethyl alcohol (ethanol) in a beverage or medication.

Breath Alcohol Technician (BAT): An individual employed by the collection facility who is trained and certified in the use of a U. S. Department of Transportation approved evidential breath testing device.

Evidential Breath Testing Device (EBT): An instrument reliable in measuring alcohol concentration in breath that meets the National Highway Traffic Safety Administration specifications, and is included in the conforming products list of evidential breath testing devices.

Medical Review Officer: An independent licensed physician responsible for receiving laboratory results generated pursuant to this Policy who has knowledge of substance abuse disorders and the appropriate medical training to interpret and evaluate all positive test results together with an individual's medical history and any other biomedical information.

Illegal Drugs: A controlled substance included in Schedule I or II, as defined by section 802 (6) of Title 21 of the United States Code, the possession of which is unlawful under chapter 13 of that Title. The term illegal drugs does not mean the use of a controlled substance in the prescribed dosage amount pursuant to a valid prescription or other uses authorized by law. However, misuse of a controlled substance is considered an illegal drug in violation of this policy.

Precursors: A biochemical substance which can be processed or synthesized into one of the categories of drugs to be tested under this policy.

Random Testing: A system of drug and alcohol testing imposed without individualized suspicion that a particular individual is using illegal drugs or alcohol, and a statistically random sampling of such employees based on a neutral criterion, such as social security numbers.

Return-to-Duty Agreement: An agreement between the City and an employee which allows an employee continued employment under stringent guidelines prohibiting use of drugs and alcohol. An employee's failure to meet the terms of the agreement, which includes successfully passing tests for alcohol and/or illegal drugs, shall result in termination.

Safety Sensitive Position: Employment position within the City which has been designated for pre-employment and random testing in accordance with this policy.

Supervisor: An employee having authority to hire, direct, assign, promote, reward, transfer, layoff, discipline, conduct evaluations, or to effectively recommend such action, if the exercise of the authority is not merely routine or clerical in nature, but requires the consistent exercise of independent judgment.

Unannounced Test: A test for alcohol and/or illegal drugs previously scheduled and announced only to the employee just prior to the scheduled time, allowing only appropriate time for the employee to immediately proceed directly to the scheduled testing site.

Verified Positive Test Result for Alcohol: The presence of alcohol in the breath at a level of .02 or greater as measured by an evidential breath testing device and administered by a trained and certified Breath Alcohol Technician.

Verified Positive Test Result for Drugs: A test result that was positive on an initial FDA-approved immunoassay test, confirmed by a Gas Chromatography/Mass Spectrometry assay, (or other confirmation tests approved by the U.S. Department of Health and Human Services), and reviewed and verified by the Medical Review Officer in accordance with this policy and the Mandatory Guidelines for Federal Workplace Drug Testing Programs.

SECTION 206 TRANSIT DRUG AND ALCOHOL POLICY

This policy complies with 49 CFR Part 655, as amended and 49 CFR Part 40, as amended. Copies of Parts 655 and 40 are available in the Transit Operations Supervisor and Transit Manager office's and can be found

on the internet at the Federal Transit Administration (FTA) Drug and Alcohol Program website, http://transit-safety.fta.dot.gov/DrugAndAlcohol/.

All covered employees are required to submit to drug and alcohol tests as a condition of employment in accordance with 49 CFR Part 655. Portions of this policy are not FTA-mandated, but reflect City of Lewiston policy. These additional provisions are identified by **bold text**.

In addition, DOT has published 49 CFR Part 32, implementing the Drug-Free Workplace Act of 1988, which requires the establishment of drug-free workplace policies and the reporting of certain drug-related offenses to the FTA.

All Safety Sensitive employees are subject to the provisions of the Drug-Free Workplace Act of 1988. All Safety Sensitive employees must abide by the terms of the Drug-Free Workplace Policy (Section 205) as a condition of employment. The unlawful manufacture, distribution, dispensation, possession or use of a controlled substance is prohibited in the covered workplace. An employee who is convicted of any criminal drug statute for a violation occurring in the workplace shall notify in writing, the Transit Manager or Operations Supervisor no later than five calendar days after such conviction.

In compliance with 49 CFR Part 40 Section 40.25, all applicants for safety sensitive positions within the Transit Department who possess, or have possessed a Commercial Driver's License (CDL) are required to complete a written release of information request so that the City of Lewiston may request Drug and Alcohol testing records from prior employers. Failure to provide a written release of information request from prior employers will result in disqualification of employment consideration within the Transit Department.

COVERED PERSONS

This policy applies to every person, including an applicant or transferee, who performs or will perform a "safety-sensitive function" as defined in 49 CFR 655.4. You are a covered employee if you perform any of the following:

- Operating a revenue service vehicle, in or out of revenue service
- Operating a non-revenue vehicle requiring a commercial driver's license
- Controlling movement or dispatch of a revenue service vehicle
- Maintaining (including repairs, overhaul and rebuilding) of a revenue service vehicle or equipment used in revenue service
- Carrying a firearm for security purposes

Covered positions by job title:

- Transit Manager
- Transit Operations Supervisor
- Transit Dispatcher
- Transit Dispatcher/Driver
- Transit Driver

TRAINING

All employees hired for safety sensitive positions must receive a minimum of 60 minutes of training on the effects of drugs & alcohol before preforming a safety sensitive function. Supervisory, dispatch, and after-hours on-call personnel must receive 120 minutes of training on reasonable suspicion determinations before preforming such a role. Reoccurring training on the effect of drugs & alcohol and reasonable suspicion determinations shall occur on a biannual basis.

PROHIBITED BEHAVIOR

Use of illegal drugs is prohibited at all times. All covered employees are prohibited from reporting for duty or remaining on duty any time there is a quantifiable presence of a prohibited drug or alcohol in the body at or above the minimum thresholds defined in 49 CFR Part 40. Prohibited substances include:

- Alcohol
- Marijuana
- Cocaine
- Phencyclidine (PCP)
- Opioids
- Amphetamines

All covered employees are prohibited from performing or continuing to perform safety-sensitive functions while having an alcohol concentration of 0.04 or greater. All covered employees are prohibited from consuming alcohol while performing safety-sensitive job functions or while on-call to perform safety-sensitive job functions. If an on-call employee has consumed alcohol, they must acknowledge the use of alcohol at the time that they are called to report for duty. If the on-call employee claims the ability to perform his or her safety-sensitive function, he or she must take an alcohol test with a result of less than 0.02 prior to performance. All covered employees are prohibited from consuming alcohol within four (4) hours prior to the performance of safety-sensitive job functions. All covered employees are prohibited from consuming alcohol for eight (8) hours following involvement in an accident or until he or she submits to the post-accident drug and alcohol test, whichever occurs first.

CONSEQUENCES OF VIOLATIONS

Following a positive drug or alcohol (BAC at or above 0.04) test result or test refusal, the employee will be immediately removed from safety-sensitive duty and referred to a Substance Abuse Professional.
Following a BAC of 0.02 or greater, but less than 0.04, the employee will be immediately removed from safety-sensitive duties for at least eight hours unless a retest results in the employee's alcohol concentration being less than 0.02.

Treatment/discipline

Per Lewiston Transit System policy, any employee who tests positive for drugs or alcohol (BAC at or above 0.04) or refuses to test will be referred to a Substance Abuse Professional (SAP) and bear the total cost of treatment. Employees may use accrued leave during this time, but will not be eligible for use of the Sick Leave Bank to cover time off during treatment.

CIRCUMSTANCES FOR TESTING

Pre-Employment Testing

A negative pre-employment drug test result is required before an employee can first perform safety-sensitive functions. If a pre-employment test is canceled, the individual will be required to undergo another test and successfully pass with a verified negative result before performing safety-sensitive functions.
If a covered employee has not performed a safety-sensitive function for 90 or more consecutive calendar days, and has not been in the random testing pool during that time, the employee must take and pass a pre-employment test before he or she can return to a safety-sensitive function.
A covered employee or applicant who has previously failed or refused a DOT pre-employment drug and/or alcohol test must provide proof of having successfully completed a referral, evaluation, and treatment plan meeting DOT requirements.

Reasonable Suspicion Testing

All covered employees shall be subject to a drug and/or alcohol test when there is reasonable suspicion to believe that the covered employee has used a prohibited drug and/or engaged in alcohol misuse. A reasonable

suspicion referral for testing will be made on the basis of specific, contemporaneous, articulable observations concerning the appearance, behavior, speech, or body odors of the covered employee.

Covered employees may be subject to reasonable suspicion drug testing any time while on duty. Covered employees may be subject to reasonable suspicion alcohol testing while the employee is performing safety-sensitive functions, just before the employee is to perform safety-sensitive functions, or just after the employee has ceased performing such functions.

Human Resources is to be notified prior to any Reasonable Suspicion Testing, absent any exigent circumstances. The appropriate supervisor will complete a Reasonable Suspicion Form identifying the signs which formed the basis to warrant the testing and forward the form to Human Resources as soon as practical.

Post-Accident Testing
Covered employees shall be subject to post-accident drug and alcohol testing under the following circumstances:

Fatal Accidents
As soon as practicable following an accident involving the loss of a human life, drug and alcohol tests will be conducted on each surviving covered employee operating the public transportation vehicle at the time of the accident. In addition, any other covered employee whose performance could have contributed to the accident, as determined by the Transit Operations Supervisor or Transit Manager using the best information available at the time of the decision, will be tested.

Non-fatal Accidents
As soon as practicable following an accident <u>not</u> involving the loss of a human life, drug and alcohol tests will be conducted on each covered employee operating the public transportation vehicle at the time of the accident if at least one of the following conditions is met:

(1) The accident results in injuries requiring immediate medical treatment away from the scene, unless the covered employee can be completely discounted as a contributing factor to the accident; or
(2) One or more vehicles incurs disabling damage and must be towed away from the scene, unless the covered employee can be completely discounted as a contributing factor to the accident.

In addition, any other covered employee whose performance could have contributed to the accident, as determined by the Transit Operations Supervisor and/or Transit Manager using the best information available at the time of the decision, will be tested.
A covered employee subject to post-accident testing must remain readily available, or it is considered a refusal to test. Nothing in this section shall be construed to require the delay of necessary medical attention for the injured following an accident or to prohibit a covered employee from leaving the scene of an accident for the period necessary to obtain assistance in responding to the accident or to obtain necessary emergency medical care.

Random Testing
Random drug and alcohol tests are unannounced and unpredictable, and the dates for administering random tests are spread reasonably throughout the calendar year. Random testing will be conducted at all times of the day when safety-sensitive functions are performed. Testing rates will meet or exceed the minimum annual percentage rate set each year by the FTA administrator. The current year testing rates can be viewed online at www.transportation.gov/odapc/random-testing-rates.

The selection of employees for random drug and alcohol testing will be made by a scientifically valid method, such as a random number table or a computer-based random number generator. Under the selection process used, each covered employee will have an equal chance of being tested each time selections are made.

A covered employee may only be randomly tested for alcohol misuse while the employee is performing safety-sensitive functions, just before the employee is to perform safety-sensitive functions, or just after the employee has ceased performing such functions. A covered employee may be randomly tested for prohibited drug use anytime while on duty.

Each covered employee who is notified of selection for random drug or random alcohol testing must immediately proceed to the designated testing site.

Random Testing – End of Shift
Random testing may occur anytime an employee is on duty so long as the employee is notified prior to the end of the shift. Employees who provide advance, verifiable notice of scheduled medical or child care commitments will be random drug tested no later than three hours before the end of their shift and random alcohol tested no later than 30 minutes before the end of their shift. Verifiable documentation of a previously scheduled medical or child care commitment, for the period immediately following an employee's shift, must be provided at least no later than two hours before the end of their shift.

Return to Duty Testing
Any employee who is allowed to return to safety-sensitive duty after failing or refusing to submit to a DOT drug and/or alcohol test must first be evaluated by a substance abuse professional (SAP), complete a SAP-required program of education and/or treatment, and provide a negative return-to-duty drug and/or alcohol test result. All tests will be conducted in accordance with 49 CFR Part 40, Subpart O.

Follow-up Testing
Employees returning to safety-sensitive duty following leave for substance abuse rehabilitation will be required to undergo unannounced follow-up alcohol and/or drug testing for a period of one (1) to five (5) years, as directed by the SAP. The duration of testing will be extended to account for any subsequent leaves of absence, as necessary. The type (drug and/or alcohol), number, and frequency of such follow-up testing shall be directed by the SAP. All testing will be conducted in accordance with 49 CFR Part 40, Subpart O.

TESTING PROCEDURES

All FTA drug and alcohol testing will be conducted in accordance with 49 CFR Part 40, as amended.
Dilute Urine Specimen
If there is a negative dilute test result, **Lewiston Transit System will accept the test result and there will be no retest**, unless the creatinine concentration of a negative dilute specimen was greater than or equal to 2 mg/dL, but less than or equal to 5 mg/dL.

Dilute negative results with a creatinine level greater than or equal to 2 mg/dL but less than or equal to 5 mg/dL require an immediate recollection under direct observation (see 49 CFR Part 40, section 40.67).

Split Specimen Test
In the event of a verified positive test result, or a verified adulterated or substituted result, the employee can request that the split specimen be tested at a second laboratory. Lewiston Transit System guarantees that the split specimen test will be conducted in a timely fashion. The employer will be responsible to pay for any costs associated with re-testing.

TEST REFUSALS

As a covered employee, you have refused to test if you:

1. Fail to appear for any test (except a pre-employment test) within a reasonable time, as determined by Lewiston Transit System.
2. Fail to remain at the testing site until the testing process is complete. An employee who leaves the testing site before the testing process commences for a pre-employment test has <u>not</u> refused to test.

3. Fail to attempt to provide a breath or urine specimen. An employee who does not provide a urine or breath specimen because he or she has left the testing site before the testing process commenced for a pre-employment test has not refused to test.
4. In the case of a directly-observed or monitored urine drug collection, fail to permit monitoring or observation of your provision of a specimen.
5. Fail to provide a sufficient quantity of urine or breath without a valid medical explanation.
6. Fail or decline to take a second test as directed by the collector or Lewiston Transit System for drug testing.
7. Fail to undergo a medical evaluation as required by the MRO or Lewiston Transit System's Designated Employer Representative (DER).
8. Fail to cooperate with any part of the testing process.
9. Fail to follow an observer's instructions to raise and lower clothing and turn around during a directly-observed test.
10. Possess or wear a prosthetic or other device used to tamper with the collection process.
11. Admit to the adulteration or substitution of a specimen to the collector or MRO.
12. Refuse to sign the certification at Step 2 of the Alcohol Testing Form (ATF).
13. Fail to remain readily available following an accident.

As a covered employee, if the MRO reports that you have a verified adulterated or substituted test result, you have refused to take a drug test.

As a covered employee, if you refuse to take a drug and/or alcohol test, you incur the same consequences as testing positive and will be immediately removed from performing safety-sensitive functions, and referred to a SAP.

VOLUNTARY SELF REFERRAL

Any employee who has a drug and/or alcohol abuse problem and has not been selected for reasonable suspicion, random or post-accident testing or has not refused a drug or alcohol test may voluntarily refer her or himself to the Transit Manager or Operations Supervisor, who will refer the individual to a substance abuse counselor for evaluation and treatment. The substance abuse counselor will evaluate the employee and make a specific recommendation regarding the appropriate treatment. Employees are encouraged to voluntarily seek professional substance abuse assistance before any substance use or dependence affects job performance. Any safety-sensitive employee who admits to a drug and/or alcohol problem will immediately be removed from his/her safety-sensitive function and will not be allowed to perform such function until successful completion of a prescribed rehabilitation program. For questions about Safety Sensitive anti-drug and alcohol misuse programs, contact the Transit Manager or Transit Operations Supervisor.

SECTION 207 INSPECTIONS AND SEARCHES ON CITY PREMISES

The City believes that maintaining a workplace that is free of drugs, alcohol, and other harmful materials is vital to the health and safety of its employees and to the success of The City's business. The City also intends to protect against the unauthorized use and removal of City property. In addition, The City intends to assure its access at all times to City premises and City property, equipment, information, records, documents, and files. At times, it may be necessary for The City to provide records, information or assistance in accordance with the terms of a warrant, court order, or other order issued by law. Accordingly, The City has established this Guideline concerning inspections and searches on City premises. This Guideline applies to all employees of The City.

DEFINITIONS

For purposes of this Guideline:

1. "Prohibited materials" means firearms or other weapons; explosives and/or hazardous materials or articles; illegal drugs or other controlled substances as defined in this Policy; drug-related paraphernalia; the unauthorized use or consumption of alcoholic beverages on City property; or City property and/or proprietary and confidential information belonging to a third party that an employee is not authorized to have in their possession.
2. "City property" includes all documents, records, software, electronic codes, data, and files, in both hard copy and electronic form, relating to The City's business; and all equipment, hardware, and other property of any kind, whether owned, leased, rented, or used by The City.
3. "City premises" includes all premises and locations owned or leased by The City or under the control of The City, including parking lots, lockers, and storage areas.
4. "Reasonable suspicion" is suspicion that is based on specific objective, articulable facts that a person has engaged in misconduct or that such person is in possession of prohibited materials. Reasonable suspicion may be based on, but is not limited to, personal observations such as an employee's manner, disposition, muscular movement, appearance, behavior, speech or breath odor; information provided to management by an employee, by law enforcement officials, by a security service, or by other persons believed to be reliable; or a suspicion that is based on other surrounding circumstances.
5. "Possession" means that an employee has the prohibited material or City property on their person or otherwise under their control.

INSPECTIONS AND SEARCHES

Access to City Property

1. In order to ensure access at all times to City property, and because employees properly in possession of City property or information related to City business may not always be available to produce the property or information when needed in the ordinary course of The City's business, The City reserves the right to conduct a routine inspection or search at any time for City property on City premises. In addition, The City reserves the right to access at all times information and communications stored in City computer files, on City mobile devices and in employee voicemail boxes and electronic-mail systems.
2. Routine searches or inspections for City property may include an employee's office, desk, file cabinet, closet, computer files, voice mail, electronic mail, City-issued mobile device or similar places where employees may store City property or City-related information, whether or not the places are locked or protected by access codes and/or passwords.
3. Because even a routine search for City property might result in the discovery of an employee's personal possessions, all employees are encouraged to refrain from bringing into the workplace any item of personal property that they do not wish to reveal to The City.

Inspections and Searches for Prohibited Materials

1. Inspections or searches for prohibited materials in or on City premises also will be conducted whenever The City has reasonable suspicion to believe that a particular employee or group of employees may be in possession of materials in violation of this Guideline.
2. Inspections or searches for prohibited materials may be conducted by an independent security service or by City personnel.
3. Inspections or searches for prohibited materials may include an employee's office, desk, file cabinet, closet, computer, City-issued mobile device or similar places where employees may place personal possessions or information, whether or not the places are locked or password protected. Inspections or searches for prohibited materials also may include an employee's locker, or an employee's pockets, purse, briefcase, lunch box, or other item of personal property that is being worn or carried by the employee while on City premises.
4. In cases involving an inspection or search of an employee's pockets, purse, briefcase, or other item of personal property that is being worn or carried by the employee, the employee will be requested to

conduct a self-search (i.e., by turning out or emptying pockets, purses, etc.) in the presence of an observer who will be a person of the same gender.

5. Absent exigent circumstances, employees who refuse to cooperate during an inspection or search will not be forcibly detained or searched. They will be informed, however, that The City will base any disciplinary decision on the information that is available, including their refusal to consent to the search as well as the information that gave rise to a reasonable suspicion that the employees were in possession of prohibited materials, if applicable, and that their failure or refusal to cooperate could deprive The City of information that may clear them of suspicion. In addition, The City reserves the right to take appropriate action to prevent the unauthorized removal from City premises of City property.

APPROVALS FOR INSPECTIONS

1. In instances in which the inspection or search is conducted because there is reasonable suspicion that a particular employee or group of employees may be in possession of prohibited materials in violation of this Guideline or may be using City property in an unauthorized manner, and in instances in which an item of the employee's personal property will be searched, the inspection or search will be approved in advance by the highest ranking member of management in the Division who is available at the time the inspection or search is to be conducted and by the Human Resources Director or their designated alternate(s) in the event of unavailability.
2. All inspections or searches that are conducted as part of The City's program of periodic (and unannounced) inspections will be approved in advance by the Human Resources Director, who will inform the Division Manager of the impending inspection prior to its occurrence.

DISCIPLINARY ACTION

Employees who are found to be in possession of prohibited materials in violation of this Guideline and/or in violation of City Property; Proprietary and Confidential Information Guideline, the Technology Use and Privacy Guideline, and the Drug-Free Workplace Guideline, or employees who are found to have used City property in an unauthorized manner, will be subject to discipline, up to and including discharge, regardless of The City's reason for conducting the search or inspection.

CONFIDENTIALITY

Managers and supervisors will make their best effort to restrict communications concerning a violation or possible violation of this Guideline to persons who have an important work-related reason to know.

SECTION 208 RELATIONSHIP POLICY

A work environment where employees maintain clear boundaries between employee personal and business interactions is necessary for effective business operations. Although this policy does not prevent the development of friendships or romantic relationships between co-workers, it does establish boundaries as to how relationships are conducted during working hours and within the working environment. This policy does not preclude or interfere with the rights of employees protected by any applicable statute concerning the employment relationship.

- During working time and in working areas, employees are expected to conduct themselves in an appropriate workplace manner that does not interfere with others or with overall productivity.
- During non-working time, such as lunches, breaks, and before and after work periods, employees engaging in personal exchanges in non-work areas should observe an appropriate workplace manner to avoid offending other workers or putting others in an uncomfortable position.
- Employees are strictly prohibited from engaging in physical contact that would in any way be deemed inappropriate in the workplace by a reasonable person while anywhere on City premises, whether during working hours or not.

- Employees who allow personal relationships with co-workers to adversely affect the work environment will be subject to the City's disciplinary policy, including counseling for minor problems. Failure to change behavior and maintain expected work responsibilities is viewed as a serious disciplinary matter.
- Employee off-duty conduct is generally regarded as private, as long as such conduct does not create problems within the workplace. An exception to this principle, however, is romantic or sexual relationships between supervisors and subordinates.
- Failure to cooperate with the City of Lewiston to resolve a conflict or problem caused by a romantic or sexual relationship between co-workers or among managers, supervisors or others in positions of authority in a mutually agreeable fashion may be deemed insubordination and result in disciplinary action up to and including termination.
- The provisions of this policy apply regardless of the sexual orientation of the parties involved.

Individuals in supervisory or managerial roles and those with authority over others' terms and conditions of employment are subject to more stringent requirements under this policy due to their status as role models, their access to sensitive information, and their ability to affect the employment of individuals in subordinate positions. Any supervisor involved in a romantic relationship with a subordinate must immediately notify his/her supervisor of the existence of any such relationship. Efforts should be made to eliminate supervisory responsibility for one who is romantically involved with a subordinate. Employees involved in such relationship bear a responsibility to the City to cooperate in any effort to avoid the potential conflicts that can arise from such personal relationships in the workplace. Such relationship may result in a change of employment duties.

When a conflict-of-interest or potential risk is identified due to an employee's relationship with a co-worker, the employees involved will need to participate with the City in options for resolving the problem. The initial solution may be to make sure the parties no longer work together on matters where one is able to influence the other or take action for the other. Matters such as hiring, firing, promotions, performance management, compensation decisions and financial transactions are examples of situations that may require reallocation of duties to avoid any actual or perceived reward or disadvantage. In some cases, other measures may be necessary, such as transfer of one or both parties to other positions or departments, if a transfer is available. If one or both parties refuse to accept a reasonable solution, such as a transfer or if a transfer is not available, then one or both parties could voluntarily resign or be terminated. There may be a consideration for agreement between parties involved and the City wherein employees maintain their position under defined rules (dependent on the circumstances). In this situation if the established rules are broken then the agreement would no longer be considered and one or both parties would need to accept a transfer, if available, voluntarily resign, or be terminated.

Due to the nature of their position Directors are not to engage in romantic relationships with City employees, whether in direct supervisory capacity or not. In the event a relationship is established the Director is to notify the Mayor immediately for further discussion and review of options. This policy applies to relationships formed after the effective date of this policy.

Where doubts exist as to the specific meaning of the terms used above, employees should make judgments based on the overall spirit and intent of this policy. Any concerns about the administration of this policy should be addressed to the HR Director.

SECTION 209 IDAHO WHISTLEBLOWER PROTECTION

Idaho Code, Title 6, Chapter 21, provides protections to public employees who experience adverse employment actions as a result of the good faith reporting of the existence of any waste of public funds, property or manpower, or of a violation, or suspected violation, of law, rule or regulation of the City, state of

Idaho or the United States of America. Any such report must be made at a time, and in a manner, which gives the City a reasonable opportunity to correct the waste or violation. The City may not take adverse action against an employee because the employee in good faith reports the suspected waste or violation, or participates or gives information in an investigation, hearing, court proceeding or any other form of administrative review of the report. If the employee believes that he/she has experienced an adverse employment action protected by the Whistleblower Act, he/she may bring a civil action in District Court within 180 days of the occurrence of the violation of the Act.

SECTION 210 EMPLOYEE ACTIVITY AND CONDUCT

An employee shall not engage in any employment, activity, or enterprise that is inconsistent, incompatible, or in conflict with his/her duties as a City officer or employee. Each Department Director shall determine which activities, engaged in by employees under his/her jurisdiction, will be considered inconsistent, incompatible, or in conflict with their duties as City employees. In making this determination, a Department Director shall prohibit any employment, activity, or enterprise that:

1. Involves the use for private gain or advantage of City time, facilities, equipment and supplies, or the badge, uniform, prestige or influence of one's City office or employment.
2. Involves the soliciting or the acceptance by the employee of any money, gift, gratuity, or other consideration from anyone other than the City for the performance of an act that the employee would be required or expected to render in the regular course or hours of his/her City employment, or as part of his/her duties as a City officer or employee.
3. Involves the performance of an act other than his/her capacity as a City employee, which act may later be subject to direct or indirect control, inspection, review, audit or enforcement by such employee or the agency by which he/she is employed. (See outside employment, Section 212)

During his/her hours of duty as a City employee, each City employee shall devote his/her full time, attention, and efforts to his/her City office or employment. Prior approval from the Department Director and Mayor must be obtained before any outside employment or work activity is undertaken.

1. Requests for permission to accept outside employment, including self-employment, shall be submitted in writing to the employee's Department Director. The request shall state the name and address of the outside employer, the nature of the job, and the hours of employment. The Department Director will forward the request for permission and the Director's recommendation to the Mayor.
2. The Mayor will approve or reject the request. The Mayor may place conditions on an approval for outside employment.

SECTION 211 USE OF CITY PROPERTY AND MATERIALS; CONFIDENTIAL AND PERSONAL INFORMATION

The security of City property is of vital importance to The City. City property includes not only tangible property, like desks and computers, but also intangible property such as confidential information. It is critical for The City to preserve and protect its confidential information, as well as the confidential information of customers, suppliers, and third parties. All employees are responsible for ensuring that proper security is maintained at all times.

Nothing in this policy or in related policies is intended to interfere with an employee's right to discuss working conditions within the organization or with members of the public nor is there any restriction on an employee's right to labor organize.

CITY OFFICE PROPERTY AND MAIL

The use of City stationery and/or the postage meter for personal correspondence is strictly forbidden. The personal use of the City's facsimiles or copying machines, phone, and other office equipment is allowed with de minimis use, first receiving management approval, and when there is no additional cost to the City. Receiving personal mail at the City's address is strongly discouraged.

CONFIDENTIAL AND PERSONAL INFORMATION

"Confidential Information" means all information, not generally known, belonging to, or otherwise relating to the business of The City or its clients, customers, suppliers, vendors, affiliates or partners, regardless of the media or manner in which it is stored or conveyed, that The City has taken reasonable steps to protect from unauthorized use or disclosure.

"Personal Identification Information" includes individually identifiable information about employees, customers, consultants, or other individuals, such as Social Security numbers, background information, credit card or banking information, health information, or other non-public information entrusted to The City regarding an individual's personal identity.

While employed by The City, employees must not use or disclose any Confidential Information or Personal Identification Information that they produce or obtain during employment with The City, except to the extent such use or disclosure is required in connection with performing their jobs or required by court order or applicable law. Employees may not use or disclose Confidential Information or Personal Identification Information for any reason after the employment relationship with The City ends. Misuse or unauthorized disclosure of Confidential Information or Personal Identification Information may result in immediate termination, as well as potential personal and criminal liability. Nothing in this Guideline restricts an employee from discussing their wages or other terms and conditions of employment with coworkers or others, to the extent protected by law.

OBLIGATIONS ON TERMINATION

On termination of employment, whether voluntary or involuntary, all tangible and intangible City property must be returned to The City immediately. This includes documents, materials, data files, and records of any kind, including any that contain Confidential Information or Personal Information, and any copies thereof. Also, the terminating employee must immediately notify The City if the employee has Confidential Information or Personal Information stored in the employee's personal computer, or in a mobile, cloud, or other storage medium, and work with The City to identify all such Information and its location, and help ensure it is retrieved and/or permanently deleted by The City (or The City's designated agent).

SECURITY

Employees are expected to comply with City policies regarding the authorized and secure use of The City's computer technology. Employees are expected to abide by all of The City's security procedures.

Avoiding loss or theft of Confidential Information or Personal Identification Information is an important part of each employee's job. Accordingly, employees must observe good security practices. Employees are expected to keep Confidential Information secure from outside visitors and all other persons who do not have legitimate reason to see or use such information. Employees are not to remove City property without authorization. Failure to adhere to City policies regarding Confidential Information and Personal Identification Information will be considered grounds for dismissal.

Given the sensitivity of Confidential Information and Personal Identification Information, employees may only dispose of such information by secure methods approved by The City and in accordance with the City's Records Retention Policy and Schedule, as may be amended from time-to-time. If an employee has any doubt

or question about how to handle Confidential Information or Personal Identification Information, the employee should consult with The City's Human Resources Department.

SECTION 212 SELLING/SOLICITATIONS AT WORK

No peddling, soliciting, or sale for charitable or other purposes shall be allowed among or by employees during working hours unless permitted by this policy. Violation of this policy or concerns related to a solicitation should be reported to Human Resources and/or the Mayor.
School fundraising and community fundraising solicitations may be allowed and the following behaviors must be followed:

- The employee must not be disruptive or interruptive to other employees
- Nonexempt employees may not solicit during paid work hours
- The solicitation and employee may not be coercive
- The solicitation may not be discriminatory
- The solicitation may not be offensive or insulting to others
- Employees may not use City resources such as paper or email when soliciting
- Allowed solicitations should be made rarely

Examples of solicitations that may be allowed are school and community fundraisers such as Rotary Rose Sale, Holiday Poinsettia Sale, Girl Scout Cookie Sale, School Fundraising Catalogues, and 4-H/FFA fundraising sign ups. These examples generally are sign-up sheets, do not demand employees time, and are voluntary.

SECTION 213 POLITICAL ACTIVITIES OF PUBLIC EMPLOYEES

The use of City facilities or resources by City employees for political activity is prohibited. An employee may, on personal off-duty time, engage in political activities, provided he/she does not disturb any on-duty employee. No person who holds an office or employment with the City of Lewiston or who is seeking office or employment with the City of Lewiston may use that office to influence another person for political purposes.

SECTION 214 EXPECTATION OF PRIVACY IN THE WORKPLACE

As a public entity, the City of Lewiston is required to comply with various laws regulating access to public records and open meetings. Notwithstanding, a variety of areas of City business and documents are of a confidential nature, proprietary, and/or exempt from public disclosure. Additionally, employees are expected to make use of City of Lewiston facilities and equipment only for purposes of City business. As such, employees are to expect that supervisors or the appropriate managers may monitor the use of City facilities and equipment during the course of employment, including the performance of duties. This includes all City business conducted on personal computers, laptops, cell phones, and tablets over the City server or through the City's cell phone carrier. This also includes all City business conducted on personal electronic devices, even if such business is not conducted on the City server or through the City's cell phone carrier.

Additionally, employees are expected to respect the workplace privacy and environment of coworkers and supervisors given the fact that certain employees engage in business that may be of a confidential or sensitive nature not otherwise subject to public records or open meeting laws. As such the following workplace behavior is deemed unacceptable:

1. Eavesdropping.
2. Reading or copying papers left on desks, in garbage cans, in mailboxes, or in shredding baskets.
3. Accessing another employee's computer or office without prior approval from the employee or their supervisor.

4. Disclosing confidential information to unauthorized persons without the appropriate consent or permission.
5. Other similar breaches of trust or confidentiality related to workplace privacy or confidential City business, including enforcement or personnel matters.

Given the serious nature of potential violations of this policy, an employee who violates this policy will be subject to appropriate discipline, up to and including discharge.

SECTION 215 COMMERCIAL DRIVER'S LICENSE

This policy is furnished as a guide to comply with the federal regulations required for commercial drivers' licenses. This regulation applies to all persons who are applying for or who are employed in positions with duties or activities that involve the requirement of a commercial drivers' license (CDL). The requirements contained in this regulation are under the authority of the Department of Transportation. The Human Resource Department maintains a list of all CDL holders and oversees the drug and alcohol testing for CDL holders. For questions regarding this program contact Human Resources.

WHEN A CDL IS REQUIRED

A commercial driver's license is required for operation of City vehicles that drive on public roads and meet the following commercial motor vehicle definition:

- Have a gross combination weight rating of 26,001 or more pounds inclusive of the towed unit with a gross vehicle weight rating of more than 10,000 pounds; or
- Have a gross vehicle weight rating of 26,001 or more pounds; or
- Is designed to transport 16 or more passengers, including the driver; or
- Is of any size and is used in the transportation of materials that are found to be hazardous for purposes of the Hazardous Materials Transportation Act and require the motor vehicle to be placarded under the Hazardous Material Regulations (49 CFR, Part 172, subpart F).

Drivers of firefighting or other emergency equipment used in response to emergencies involving the preservation of life or property are exempt from having to possess a commercial driver's license.

APPLICANT REQUIREMENTS FOR CDL POSITIONS

Any person applying for employment as an operator of a commercial motor vehicle who possess a valid commercial driver's license prior to hire shall provide the following at the time of application for employment:

1. Employment history information for the 10 years preceding the date of the application;
2. List of the names and addresses of the applicant's previous employers for which the applicant was an operator of a commercial motor vehicle;
3. Dates the applicant was employed by these employers; and
4. Reason for leaving such employment.

All applicants who have been conditionally accepted for employment in positions that involve the duties or activities that require a commercial driver's license (CDL) shall take a post-offer Department of Transportation (DOT) test for illegal drugs. A verified negative test result shall be received before the applicant may begin work. This includes current employees who transfer, promote, demote or are reassigned from a non-safety sensitive position into a position requiring a Commercial Driver's License (CDL). The Idaho Transportation Department, Federal Motor Carrier Safety Administration, and Federal Transportation Department will be a central source of information regarding Commercial Driver License's (CDL) and interpreting rules as they pertain to commercial driver's license issues.

All job applicants for positions requiring a commercial driver's license (CDL) will be responsible for all fees associated with obtaining such license and/or endorsements to be eligible for employment. The City will reimburse all current employees the difference between a regular (Class D) driver's license and any fees associated with renewal of a CDL and endorsements, provided the license and endorsements are a requirement of the position per the official job description. Should an employee's position description be modified to add the requirement of a CDL, the City will reimburse the employee for the initial CDL, endorsements and renewal.

LAWS AFFECTING CDL DRIVERS

Commercial driver's license drivers are subject to all laws affecting all drivers. In addition, there are several federal and state laws that affect commercial driver's license drivers. The following are important regulations employees with commercial driver's licenses are responsible for:

- An employee cannot have more than one driver's license.
- It is the employee's responsibility to keep a current address on file with their state's Transportation Department.
- Effective January 26, 2010, texting while operating a commercial vehicle is prohibited and may be subject to civil or criminal penalties.
- A commercial driver's license holder shall notify their state's Transportation Department and the City within 30 days if he or she is convicted in any other state of any traffic violation except parking. This applies no matter what type of vehicle the driver is driving at the time of the infraction.
- An employee shall immediately notify the City if his or her license is suspended, revoked, or canceled, or if he or she is disqualified from driving.
- No employee shall drive a commercial vehicle without a valid commercial driver's license.
- If an employee's position requires a commercial driver's license and the employee's commercial driver's license is revoked, the employee's employment is subject to termination.
- Ongoing medical certification exams are not required for drivers of local government entities who drive commercially only in Idaho.

CLEARINGHOUSE

As required by the Federal Carrier Motor Safety Administration (FCMSA) the City will conduct pre-employment driver investigations and annual queries with the FCMSA Clearinghouse. The Clearinghouse is a centralized database that employers use to report drug and alcohol program violations and to conduct queries, which check that current or prospective employees are not prohibited from performing safety-sensitive functions, such as operating a commercial motor vehicle (CMV), due to an unresolved drug and alcohol program violation, that is, a violation for which the driver has not completed the return-to-duty (RTD) process. The Clearinghouse is in addition to the existing requirements in the U.S. Department of Transportation (DOT)-wide procedures for transportation workplace drug and alcohol testing.

At the time of hire, an applicant with a CDL will be asked to provide contact information for at minimum the previous three years of employers as well as a consent and background check form. The City will contact the applicant's previous employers about prior drug and alcohol tests as is required by the Department of Transportation.

A copy of all CDL licenses will be maintained in the Human Resources Department. Regular checks with the Idaho Supreme Court Repository and/or the Idaho Department of Transportation may be made to verify the status of such licenses. Some of the required processes may not be conducted for those applicants and employees who have a CDL regulated under provisions of the Federal Transit Administration (FTA).

SECTION 216 LICENSED EQUIPMENT OPERATORS

In order to provide a safe working environment, equipment operators must be properly trained and licensed. All equipment operators must be at least eighteen (18) years of age and have a valid driver's license. On a regular basis, each operator must successfully complete the City's instructional course and a drug screening for certification to operate equipment.
Any unsafe actions by a licensed operator may lead to corrective action, up to and including termination. Any employee choosing to operate equipment without proper training, license, and the consent of his/her supervisor may be subject to corrective action, up to and including discharge.

SECTION 217 USE OF CITY VEHICLES AND EQUIPMENT

At no time will any employee transport persons not employed by the City, with the exception of Transit, Police, and Fire in the capacity of their jobs. Employees are to transport persons in seated positions with a securely fastened seat belt. Transit is excluded from requiring passengers to wear seatbelts on their buses, since seat belts are not available. No person will be transported in the bed, box, or cargo area of a truck. It is the responsibility of the employee to report all missing or defective safety devices or restraints so that equipment can be removed from service and repaired as needed. The equipment, tools, and supplies of the City of Lewiston are acquired and maintained to support the delivery of public services to the citizens of our community. City employees are entrusted with these items with the expectation that they will be used wisely and properly to serve their intended purposes over a normal life span. City employees shall not allow members of the public to borrow City tools or equipment on or off City property at any time, nor shall City employees borrow or utilize City-owned tools, supplies, or equipment for personal purposes.

A. Operators of City of Lewiston-owned or leased motor vehicles shall always drive safely, legally and courteously, remembering that they are directly responsible for maintaining both City of Lewiston-owned property and public trust.
B. Employees are expected to operate vehicles safely. It is the policy of the City of Lewiston to provide a safe working environment that protects our employees and our citizens from injury and property loss. The City of Lewiston considers the use of vehicles part of the working environment. The City of Lewiston is committed to safe responsible employee driving behavior that reduces the risk of personal injury and property loss.
C. This policy applies to all employees who operate vehicles on City business. These drivers will be reviewed by managers and supervisors to ensure full implementation and compliance.

Vehicles owned or leased by the City of Lewiston are to be used only for the functions of City of Lewiston. Some employees may be assigned a vehicle that is driven home.

- Employees must be authorized by their supervisor to operate a City vehicle.
- Vehicles over 26,000 gross vehicle weight, Buses, and Vans over 15 passengers require a commercial driver's license (CDL).

Employees who drive their personal vehicles on City business are subject to the requirements of this policy including:

- Maintaining auto liability insurance with minimum state limits.
- Providing proof of liability insurance to their department on an annual basis.
- Maintain vehicle in a safe operating condition when driven on City business.

Each employee assigned to a City of Lewiston vehicle or employees who operate a City of Lewiston fleet vehicle are required to have a valid driver's license. Should an employee's Driver's License expire, be revoked or suspended, the employee shall immediately notify his or her supervisor. At the time of the suspension, the employee's City of Lewiston vehicle-use privileges will be suspended until the employee's Driver's License has been fully restored and validated.

Each employee assigned or permitted to operate a City of Lewiston vehicle shall be responsible for the following:

- Proper and safe operation of the vehicle;
- Service and maintain the vehicle in accordance with the manufacturer's recommendations;
- Maintain vehicle registration, license plates and inspections; and
- Participate in vehicle safety and defensive driving training as required by the City of Lewiston.

Impaired Driving: The driver must not operate a vehicle when his/her ability to do so is impaired or influenced by: alcohol, illegal drugs or other illegal substances, prescribed or over-the-counter medication, or illness, fatigue or injury. The employee driver is obligated to report to his/her supervisor any reason that may affect his/her ability to drive safely.

Proof of Insurance: Employee drivers must make sure that the current insurance card is kept in the vehicle at all times.

Vehicle Maintenance: If the City of Lewiston vehicle is in need of repairs, the vehicle should be taken to the City's Service Center for repair. Prior to scheduling major repairs or major maintenance needs, the driver must advise the City's Service Center for approval and any further instructions.

DRIVER EVALUATION

Employees will be evaluated and selected based upon their driving ability. To evaluate employees as drivers, management may:

- Review past driving performance and work experience through reference checks with previous employers.
- Review the employee's Driver's License Record (DLR).
- Ensure the employee has a valid driver's license.
- Ensure the employee is qualified to operate the type of vehicle he/she will drive.

SEATBELT USE

Except as authorized herein, all drivers and passengers are required to utilize seatbelts as mandated by law. Exception: Sworn law enforcement officers may dispense with wearing safety restraints in specific tactical situations or when it reasonably appears that, due to unusual circumstances, wearing a seatbelt would hinder rather than increase safety (Idaho Code 49-673(2)(b)).

MOBILE COMMUNICATION DEVICE, CELL PHONE AND COMPUTER USE

City employees shall not use cell phones, hands free or otherwise, for any purpose while driving a City vehicle or while driving a personal vehicle on City business. This applies to both City issued and personal cell phones. The term cell phones shall include tablets, laptops, or any other mobile devices used for communication of any sort.

Only in extreme emergencies involving law enforcement and emergency medical services personnel, and Transit's communication radio can such use be justified. Even then, it is incumbent upon the Police, Fire, and Transit Departments to establish department policies for such use and to limit such use to specifically defined situations.

ACCIDENT REPORTING

All traffic accidents occurring during working hours and/or involving a City vehicle or piece of equipment, regardless of severity, must be reported to the employee's immediate supervisor, the City's Risk Manager, and appropriate law enforcement agency. Drivers shall cooperate fully with the City's Risk Manager and Insurance Carrier in the handling of the claim.

In the event of an accident, the driver shall, when possible, first check on the safety and welfare of all persons involved and seek immediate medical attention should it be required for themselves or others. If possible, move the vehicle to a safe location out of the way of traffic. Under no circumstance should an employee transport an injured person needing emergency assistance from an accident scene or from the work location. Always contact 911 for transport.

Drivers shall always have a police officer investigate any accident that involves a City of Lewiston vehicle. An employee operating a City-owned vehicle involved in an accident shall not make any statement of liability to anyone other than City representatives. Employees shall cooperate fully with all law enforcement officials investigating the accident. Vehicle accident report forms will be carried in each City vehicle. The employee will complete the appropriate forms (accident and/or injury) the same day and forward such forms to the Department Director, and then to the Risk Manager within three (3) days of the accident or injury. In the event of employee injury, Workers Compensation procedures apply.

If a City employee is issued a traffic citation as the result of an accident occurring during working hours, the payment of the citation shall be the responsibility of that employee unless the cause of the accident is attributed to the City's vehicle or equipment failure. These costs are not reimbursable by the City of Lewiston and must be paid promptly by the driver.

Employees involved in an accident on City time involving any person or vehicle of the general public while using City vehicles or equipment or on City time and in their own personal vehicle on City business will be required to submit to testing for the presence of drugs or alcohol.

SECTION 218 MOTOR VEHICLE RECORD CHECK

The City of Lewiston seeks to safeguard its employees and others when driving a motor vehicle is required while conducting City business. Following a conditional offer of employment, a motor vehicle record check will be conducted on all final job candidates for whom driving a motor vehicle is an essential job function. Thereafter, checks will be run annually for these employees.

Motor vehicle record checks will also be conducted on employees who will be covered by City insurance to drive motor pool vehicles during City business travel. The Human Resource Department will review motor vehicle records and decide as to drivers' status for applicants and employees in accordance with this policy. An applicant for employment may not be hired due to an unsatisfactory driving record; some examples of unacceptable infractions include but are not limited to:

- Any violations involving drugs, alcohol, controlled substances, etc., within the most recent five (5) years
- Refusal to submit to a Blood Alcohol Content (BAC) test
- Any combination of three or more moving violations, "At Fault Accidents" or "Preventable Accidents" within the most recent three years.
- Suspension, revocation or administrative restriction within the last three years
- Leaving the scene of an accident as defined by state laws
- At fault in a fatal accident within the most recent ten (10) years
- Felony committed involving a vehicle
- Three or more "City vehicle" physical damage claims in any twelve-month period
- Reckless driving within the past 24 months.

PROCEDURES

The City will check the motor vehicle records annually ~~each January~~ for all current employees with driving responsibilities or those who use motor pool cars for travel purposes. Any covered employee without a valid driver's license will not be allowed to operate a City vehicle or drive on City business. If driving is an essential job function and the employee cannot be reasonably accommodated, employment may be terminated. If an existing employee has a valid driver's license but the employee's driving record falls at marginal or unacceptable status criteria, the employee will be placed on a probationary status and will be subject to the requirements of that status until the end of the probation. If a subsequent periodic motor vehicle record check reveals further violations, the City will review the specific circumstances surrounding the individual and determine appropriate action.

The City will check the motor vehicle records of any job applicant when driving is an essential job function or when a motor pool car may be needed for City travel purposes. The applicant's job offer is contingent on eligibility under the City policy outlined above. The motor vehicle record check will include a review of all states listed on the individual's employment application and resume. If the applicant does not have a valid driver's license or has a driving record that falls at or below the criteria listed under the unacceptable status (defined above), the applicant will not be hired for positions where driving is an essential job function.
If the applicant's or employee's driving record indicates more than one moving violation in the past 12 months but no more than two moving violations in the past 24 months, any additional violations may result in an applicant not being hired, termination of employment, or other disciplinary action. Applicants who have marginal driving records will be counseled and have their Motor Vehicle Records monitored more frequently. Motor Vehicle Records (MVR's) will be maintained in the Human Resource Department. Copies of employees' MVR's will be placed in their personnel file.

SECTION 219 TOBACCO USE PROHIBITED

For the purpose of this policy, the "use of tobacco products" is defined as smoking, chewing, sniffing, or any other use of cigarettes, cigars, chewing tobacco, snuff, pipe tobacco, e-cigarettes, or other products made or derived from tobacco. The use of tobacco products by City employees during working hours is only permitted during employees' designated break times or during lunch hours at a minimum distance of twenty (20) feet from any facility, equipment, vehicle, or building owned, rented, leased, or under the control of the City of Lewiston. Violations of this policy will be cause for disciplinary action.

SECTION 220 FIREARMS IN THE WORKPLACE

Employees are prohibited from bringing or possessing firearms, weapons, explosives, or similar items into the workplace on City property without authorization. Only City law enforcement personnel are authorized to bring or possess a firearm in their workplace and in the performance of their duties. However, other City employees may bring firearms to their workplaces so long as the firearms remain in their personal vehicles and are properly placed in their vehicles in accordance with Idaho law while parked on City property.

SECTION 221 SOCIAL MEDIA

The City respects the rights of its employees to use social media to communicate, share information, and work together. In order to protect the City's interests and ensure employees focus on their job duties, employees must adhere to the rules set forth in The City's Social Media Administrative Policy.

SECTION 222 ATTIRE AND GROOMING

The City of Lewiston strives to maintain a workplace environment that functions well and is free from unnecessary distractions and annoyances. As part of that effort, the city requires employees to maintain a neat and clean appearance that is appropriate for the workplace setting and for the work being performed. To that end, City of Lewiston Department Directors may determine and enforce guidelines for workplace-appropriate attire and grooming for their areas; guidelines may limit natural or artificial scents that could be distracting or annoying to others.

All City of Lewiston employees are expected to present a professional, businesslike image to visitors, customers, and the public. Acceptable personal appearance, including proper maintenance of work areas, is an ongoing requirement of employment with the City of Lewiston. Supervisors should communicate any department-specific workplace attire and grooming guidelines to staff members during new-hire orientation and evaluation periods. Any questions about the department's guidelines for attire should be discussed with the immediate supervisor.

Any staff member who does not meet the attire or grooming standards will be subject to corrective action and may be asked to leave the premises to change clothing. Hourly paid staff members will not be compensated for any work time missed because of failure to comply with designated workplace attire and grooming standards.

Nothing in this dress code is intended or should be construed to violate, restrict or discriminate against any employee's actual or perceived race, religion, religious creed, sex, sexual orientation, gender, gender identity or status, gender expression, national origin, ancestry, age, nursing mothers, or any other basis protected by local, state, or federal laws. If any employee believes that their protected rights based upon a protected class are being restricted or violated in some manner by the dress code, please contact your manager or human resources so that these concerns can be addressed. Any employee who needs a medical or religious accommodation to the City's dress and grooming standards should contact the Human Resources Department.

SPECIFIC REQUIREMENTS

Certain staff members may be required to meet special dress, grooming and hygiene standards, such as wearing uniforms or protective clothing, depending on the nature of their job. Uniforms and protective clothing may be required for certain positions and will be provided to employees by the City of Lewiston. At the discretion of the Department Director, in special circumstances, such as during unusually hot or cold weather or during special occasions, staff members may be permitted to dress in a more casual fashion than is normally required. On these occasions, employees are still expected to present a neat appearance and are not permitted to wear ripped, frayed or disheveled clothing or athletic wear. Likewise, tight, revealing or otherwise workplace-inappropriate dress is not permitted.

POLITICAL ATTIRE

The City of Lewiston must maintain a politically neutral position. Employees, while at work or at a City sponsored event, should not wear political attire. This includes attire that displays an employee's position on candidacy, initiative, or other political stance.

OFFENSIVE ATTIRE

An employee shall not wear, while at work or at a City sponsored event, attire that contains words, symbols, or images that would be regarded as lewd, obscene, vulgar or plainly offensive.

ADDRESSING WORKPLACE ATTIRE AND HYGIENE PROBLEMS

Violations of the policy can range from inappropriate clothing items to offensive perfumes and body odor. If a staff member comes to work in an inappropriate dress, he or she will be required to go home, change into conforming attire or properly groom, and return to work. If a staff member's poor hygiene, smell, or use of

too much perfume/cologne is an issue, the supervisor should discuss the problem with the staff member in private and should point out the specific areas to be corrected. If the problem persists, supervisors should follow the normal corrective action process.

CHAPTER 3 – POSITIONS

SECTION 301 EMPLOYEE CLASSIFICATIONS

The Fair Labor Standards Act requires all employees to be classified according to the overtime provisions of the law. For the purpose of paying any compensation, all employees are either "exempt" or "nonexempt" from overtime compensation. Exempt employees, by definition, are exempt from earning overtime compensation and generally receive the same weekly salary regardless of hours worked. Nonexempt employees are employees who are eligible to be paid for overtime work in accordance with the provisions of applicable wage and hour laws. Overtime pay requirements are set forth in this Policy. Employees will be informed of these classifications upon hire and informed of any subsequent changes to the classifications. Additionally, employee classifications must be organized by classes in order to administer employee policies, benefits or otherwise address employment issues. All determinations of wage classification status are made through the job evaluation process. The Human Resources Department is responsible for classifying all employees into one of four categories for eligibility to receive certain benefits offered by the City. These categories are defined as:

1. **FULL-TIME REGULAR EMPLOYEE:** An employee who is regularly scheduled to work thirty (30) or more hours per week for fifty-two (52) weeks per year.

2. **PART-TIME REGULAR EMPLOYEE:** An employee who is expected to establish a continuity of service, but is scheduled to work for less than thirty (30) hours per week for fifty-two (52) weeks per year.

3. **TEMPORARY EMPLOYEE:** An employee whose work schedule is irregular and/or for a temporary duration. For example, an on-call transit driver who only works when called into work has an irregular work schedule and is, thus, classified as a temporary employee. Other examples of temporary employees are seasonal employees and paid interns who are hired to work for a temporary duration of time. Seasonal employees generally work less than five (5) months and for only one season in a calendar year. Benefits eligibility for temporary employees will be determined in accordance with the Affordable Care Act, PERSI, and the City of Lewiston Employee Benefit Trust.

SECTION 302 DESIGNATION OF POSITIONS

Each City employee position shall have an appropriate title and job description. The Human Resources Director shall research and propose changes to job titles to the Mayor. The Mayor shall approve all job titles. Each employee position shall be assigned a grade, and each employee shall be assigned to a specific step within his/her applicable grade. Salary scales are updated on the City website as well as the Human Resource and Finance departments.

SECTION 303 JOB DESCRIPTIONS

All job descriptions shall accurately describe the duties and responsibilities of each employee position. Supervisors should review job descriptions on an annual basis to ensure that the job descriptions reflect the current duties and responsibilities of each position. Supervisors should update job descriptions as needed and

submit such revised job descriptions to the appropriate Department Director and Human Resources Director for approval.

SECTION 304 COMPENSATION REVIEW

From time-to-time, changes occur in the responsibilities of a position that require review in order to determine whether such changes merit an adjustment to an employee's job description, title, and/or compensation. Such adjustments may be made through a job audit or the discretion of the Mayor. Because job audits have budgetary impacts, a request for a job audit should be initiated prior to the commencement of the annual budget process. The following steps should be followed in regard to a job audit:

STEP 1: Request for Job Audit
A request for a job audit may be made by an employee, a Department Director, or the Mayor. A job audit request should only be made when an employee's responsibilities have changed as a result of reorganization, enhanced job duties, or change in work complexity. Although important, increase in work volume or outstanding performance is not a basis for a job audit.

When an employee requests a job audit, the employee must first submit such request to his/her Department Director for approval. If the Department Director approves of the job audit request, then the Department Director shall forward the request to the Human Resources Director.

When a Department Director requests a job audit of another employee, the Department Director shall notify the employee of the request and submit the request to the Human Resources Director. A Department Director may also request a job audit for his/her position.

In all cases, the following information shall accompany the job audit request:

- A copy of the most recently approved job description for the position subject to the job audit,
- A red-lined job description indicating the specific changes that have been made to the position since the most recently approved job description,
- Any additional background material that the employee or Department Director thinks is relevant to the requested job audit, and
- A completed "Position Description Questionnaire," form which can be obtained through the Human Resources Department.

STEP 2: Review by External Agency
Upon receipt of a job audit request and the additional information listed above, the Human Resources Director may submit the request and additional information to an external agency.

STEP 3: Final Decision by Mayor
The Mayor shall review such recommendations and approve or deny the request with or without modification. The Mayor shall make a decision on a job audit request within fifteen (15) calendar days of receiving a recommendation. The Mayor's decision is final.

STEP 4: Placement in Salary Matrix
If a job audit request results in a change in compensation, the Mayor shall assign the position to the proper grade and step in the salary matrix. The employee shall be assigned a new salary date coinciding with the new placement in the salary matrix.

SECTION 305 NEW POSITIONS

The Mayor and Department Directors may request new positions. When requesting a new position, the Mayor or Department Director shall provide the following information to the Human Resources Director:

a. A description of the position requirements and responsibilities, including required education, experience, and descriptions of the working conditions and physical requirements;
b. Suggested salary and position title;
c. A statement regarding the budget impact of the new position and proposed method of paying for such position;
d. An organizational chart indicating the relationship of the new position to existing positions; and
e. Any other relevant information that would justify the need for the new position.
f. Upon receipt of such information, the Human Resources Director shall forward the request to the Mayor for consideration. If the Mayor approves of the request, and if the new position is included in the City's budget, then the Mayor shall assign the new position to the proper grade and step in the salary matrix. A job audit may also be requested for new positions in order to determine proper placement in the salary matrix.

SECTION 306 EMERGENCY EMPLOYEES

In emergency conditions, such as a natural or manmade disaster when circumstances require immediate additional personnel, a Department Director, or his/her designee, may hire emergency employees, upon the written approval of the Mayor, or his/her designee. An emergency employee shall be placed in an appropriate grade and be provided with appropriate benefits, as approved by the Mayor or his/her designee.

SECTION 307 TELECOMMUTING AGREEMENT

Telecommuting allows employees to work at home, on the road or in a satellite location for all or part of their work week. Telecommuting may be appropriate for some employees and jobs but not for others. Telecommuting is not an entitlement, it is not a citywide benefit, and it in no way changes the terms and conditions of employment with the City of Lewiston.

Temporary telecommuting arrangements may be approved for circumstances such as inclement weather, special projects or business travel. These arrangements are approved on an as-needed basis only, with no expectation of ongoing continuance. Other informal, short-term arrangements may be made for employees on family or medical leave to the extent practical for the employee and the organization and with the consent of the employee's health care provider, if appropriate. All informal telecommuting arrangements are made on a case-by-case basis, focusing first on the business needs of the organization.

PROCEDURES

Telecommuting can be informal, such as working from home for a short-term project, or a formal, set schedule of working away from the office as described below. Either an employee or a supervisor can suggest telecommuting as a possible work arrangement.

Any telecommuting arrangement made may be discontinued for any reason and at any time at the request of either the telecommuter or the City. Every effort will be made to provide notice of such change to accommodate commuting, child care and other issues that may arise from the termination of a telecommuting arrangement. There may be instances, however, when no notice is possible.

ELIGIBILITY

Individuals requesting formal telecommuting arrangements must be employed with the City for a minimum of 12 months of continuous, regular employment and must have a satisfactory performance record. Before

entering into any telecommuting agreement, the employee and manager, will evaluate the suitability of such an arrangement, reviewing the following areas:

- Employee suitability. The employee and manager will assess the needs and work habits of the employee, compared to traits customarily recognized as appropriate for successful telecommuters.
- Job responsibilities. The employee and manager will discuss the job responsibilities and determine if the job is appropriate for a telecommuting arrangement.
- Equipment needs, workspace design considerations and scheduling issues. The employee and manager will review the physical workspace needs and the appropriate location for the telework.
- Tax and other legal implications. The employee must determine any tax or legal implications under IRS, state and local government laws, and/or restrictions of working out of a home-based office. Responsibility for fulfilling all obligations in this area rests solely with the employee.

~~If the employee and manager agree,~~For telecommuting that is ongoing or not short in nature a draft telecommuting agreement will be prepared and signed by all parties with final approval from the employee's Department Director. Telecommuting agreements must provide the justification, rationale, or cause for telework, as well as the timeline for which the agreement will be in place. Human Resources will serve as a resource with the employee and manager on the telecommuting agreement. A copy of the telework agreement will be submitted to Human Resources to be placed in the employee's personnel file.

Evaluation of telecommuter performance will include regular interaction by phone and e-mail between the employee and the manager, weekly face-to-face meetings to discuss work progress and problems, and will be consistent with that received by employees working at the office in both content and frequency but will focus on work output and completion of objectives rather than on time-based performance. An appropriate level of communication between the telecommuter and supervisor will be agreed to as part of the discussion process. The manager and telecommuter will communicate at a level consistent with employees working at the office or in a manner and frequency that is appropriate for the job and the individuals involved.

EQUIPMENT

On a case-by-case basis, the City will determine, with information supplied by the employee and the supervisor, the appropriate equipment needs (including hardware, software, modems, phone and data lines and other office equipment) for each telecommuting arrangement. The human resource and information system departments will serve as resources in this matter. Equipment supplied by the organization will be maintained by the organization. Equipment supplied by the employee, if deemed appropriate by the organization, will be maintained by the employee. The City of Lewiston accepts no responsibility for damage or repairs to employee-owned equipment. The City reserves the right to make determinations as to appropriate equipment, subject to change at any time. Equipment supplied by the organization is to be used for business purposes only. The telecommuter must sign an inventory of all City property received and agree to take appropriate action to protect the items from damage or theft. Upon termination of employment, all City property will be returned to the City, unless other arrangements have been made.

The City will supply the employee with appropriate office supplies (pens, paper, etc.) as deemed necessary. The employee will establish an appropriate work environment within his or her home for work purposes. The City will not be responsible for costs associated with the setup of the employee's home office, such as remodeling, furniture or lighting, nor for repairs or modifications to the home office space.

SECURITY

Consistent with the organization's expectations of information security for employees working at the office, telecommuting employees will be expected to ensure the protection of proprietary City and customer information accessible from their home office. Steps include the use of locked file cabinets and desks, regular password maintenance, and any other measures appropriate for the job and the environment.

SAFETY

Employees are expected to maintain their home workspace in a safe manner, free from safety hazards. Injuries sustained by the employee in a home office location and in conjunction with his or her regular work duties are normally covered by the City's workers' compensation policy. Telecommuting employees are responsible for notifying the employer of such injuries as soon as practicable. The employee is liable for any injuries sustained by visitors to his or her home worksite.

Telecommuting is not designed to be a replacement for appropriate child care. Although an individual employee's schedule may be modified to accommodate child care needs, the focus of the arrangement must remain on job performance and meeting business demands. Prospective telecommuters are encouraged to discuss expectations of telecommuting with family members prior to entering into an agreement.

TIME WORKED

Telecommuting employees who are not exempt from the overtime requirements of the Fair Labor Standards Act will be required to accurately record all hours worked using the City's time-keeping system. Hours worked in excess of those scheduled per day and per workweek require the advance approval of the telecommuter's supervisor. Failure to comply with this requirement may result in the immediate termination of the telecommuting agreement.

SECTION 308 INTERNS, EXTERNSHIPS, AND VOLUNTEERS

The Mayor must approve all interns. Interns may receive pay for their services and if so are considered temporary employees. Paid interns may not work full time more than five (5) months less two (2) days.
An internship might include:

- Substantial, project-based tasks allowing the intern to witness the primary business functions of the organization
- Working with team members to produce a project
- Networking and making connections with team members and/or clients
- Taking part in staff meetings

If an intern is working unpaid the following requirements are needed in order to be authorized:

1. Both parties understand that the intern is not entitled to compensation.
2. The internship provides training that would be given in an educational environment.403
3. The intern's completion of the program entitles him or her to academic credit.
4. The internship corresponds with the academic calendar.
5. The internship's duration is limited to the period when the internship educates the intern.
6. The intern's work complements rather than displaces the work of paid employees while providing significant educational benefits.
7. The intern and the employer understand that the internship is conducted without entitlement to a paid job at the internship's end.

Externships are typically an unpaid shadowing of a respected industry professional during which the extern will observe daily duties. Externships are typically shorter than an internship, ranging from a day to about eight weeks. They are typically students and are conducted during winter break or spring break.
An externship might include:

- Observing and networking with professionals
- Taking a tour of City facilities
- Conducting informational interviews
- Sitting in on staff meetings

- Reviewing City literature

Volunteers can be individuals, unpaid interns, or organized community groups. Volunteers assist City employees with programs, special events, and service projects, and serve on various boards and committees. Volunteers may serve for a single event, or on a continual basis throughout the year. Volunteers are individuals who perform services for the City of Lewiston without compensation. Volunteers serve "at-will" and are not considered employees of the City. Accordingly, the City has the discretion to dismiss a volunteer at any time with or without cause and without prior notice. Each volunteer must complete a volunteer application, available on the City website, and comply with all other requirements of the department for which the volunteer will be volunteering. The department Director must approve all volunteers prior to volunteering. The department shall maintain records of volunteers' hours. Volunteers may also be subject to a background check if their duties require them to work with children or vulnerable individuals. The department is required to clearly identify and communicate volunteer responsibilities to the Human Resources department to determine if a background check is necessary. All Lewiston Police Department volunteers will be subject to a background check.

SECTION 309 RESIDENCY REQUIREMENT

Employees are encouraged to live within the City limits. Employees who live outside City limits must be responsive to specific departmental policies and the needs of the City for emergency callback.

CHAPTER 4 – EMPLOYMENT

SECTION 401 PROOF OF RIGHT TO WORK

Under federal law, all new hires must produce original documentation establishing their identity and right to work in the United States, and complete INS Form I-9, swearing that they have a right to work in the United States. New hires may establish their identity and right to work in the United States by (1) providing documentation that establishes both their identity and employment authorization ("List A" documents) or (2) providing documentation that separately establishes their identity ("List B" documents) and their employment authorization ("List C" documents). All documents must be unexpired. Documentation must be produced within three business days of hire, or on the first day of any employment that is less than three business days. Required documentation must be presented to the Human Resources Department, which will be responsible for processing the documents.

Any one of the following documents may be used to establish both identity and employment authorization ("List A" documents):

1. United States passport;
2. Permanent Resident Card (Form I-551); Alien Registration Receipt Card (I-551);
3. Foreign passport that contains a temporary I-551 stamp or temporary I-551 printed notation on a machine-readable immigrant visa;
4. An Employment Authorization Document that contains a photograph (Form I-766);
5. In the case of a nonimmigrant alien authorized to work for a specific employer incident to status, a foreign passport with (Form I-94 or Form I-94A) bearing the same name as the passport and containing an endorsement of the alien's nonimmigrant status, as long as the period of endorsement has not yet expired and the proposed employment is not in conflict with any restrictions or limitations identified on the form; or

6. Passport from the Federated States of Micronesia or Republic of the Marshall Islands with Form I-94A indicating non-immigrant admission under the Compact of Free Association between the U.S. FSM or RMI.

If an applicant cannot produce one of the documents listed above, two documents are required: one to prove identity and another to prove employment authorization.

The following documents are acceptable as proof of identity, but not employment authorization ("List B" documents):

1. A driver's license or I.D. card issued by a state or outlying possession of the United States, provided it contains a photograph or identifying information such as name, date of birth, gender, height, eye color, and address;
2. I.D. card issued by federal, state, or local government agencies or entities provided it contains a photograph or identifying information such as name, date of birth, gender, height, eye color, and address;
3. School I.D. card with photograph;
4. Voter's registration card;
5. U.S. military card or draft record;
6. Military dependent's ID card;
7. Merchant Mariner Card issued by the United States Coast Guard;
8. Native American tribal document;
9. Canadian driver's license; or
10. Individuals under the age of 18 who are unable to produce any of the identification documents listed in (1)-(9) may present a: a) school record or report card, b) daycare or nursery school record, or c) clinic doctor or hospital record only.

The following documents are acceptable to establish employment authorization, but not identity ("List C" documents):

1. A social security card, other than one that specifies on the face that the issuance of the card does not authorize employment in the U.S.;
2. A Certification of Birth Abroad issued by the Department of State (Form FS-545);
3. A Certification of Report of Birth issued by the Department of State (Form DS-1350);
4. An original or certified copy of a birth certificate issued by a state, county, municipal authority, or outlying territory of the United States, and bearing an official seal;
5. A Native American tribal document;
6. A United States Citizen Identification Card (INS Form I-197);
7. An Identification card for use of resident citizen in the United States (INS Form I-179); or
8. An employment authorization document issued by the Department of Homeland Security.

Authorization documents will be copied and placed with the employee's Form I-9 in a special file separate from the employee's Personnel File. These documents will be retained at least three years after the date of hire or one year after an employee's employment terminates, whichever is later.

SECTION 402 APPLICATION

All candidates for employment shall submit an application provided by the Human Resources Department of the City. The content of such application shall be as prescribed by Human Resources and approved by the Mayor. The City relies upon the accuracy of information provided by an applicant in the employment application, as well as the accuracy of other data presented throughout the hiring process and employment. Any misrepresentation, falsification, or material omission by an applicant in any of this information or data

may result in revocation of any offer or immediate termination of employment, regardless of when it is discovered.

SECTION 403 SELECTION PROCESS

The selection process may consist of an evaluation of the candidate through personal interviews, performance, work samples, physical agility tests, written tests, references, medical examinations, or any combination thereof. All selection of employees and all employment decisions including classification, transfers, discipline, and discharge will be made without regard to race, color, national origin, ancestry, religion, creed, sex, age, marital or familial status, physical or mental disability, sexual orientation or gender identity/expression, or veteran's status. No job or class of jobs will be closed to any individual except where a mental or physical attribute, sex or age is a bona fide occupational qualification. Selection techniques shall be impartial and shall relate to those areas which, in the opinion of the Mayor or Human Resources Director, will adequately and fairly indicate the ability and quality of candidates under consideration to execute the duties and responsibilities of the position to which they seek to be appointed.

INTERVIEW CONSIDERATIONS TO BE AWARE OF

Special considerations may arise before or during the interview process. Some of those considerations include:

A. Applicants with Disabilities: The City provides reasonable accommodations for applicants with disabilities. Accommodations might include a sign language interpreter, written rather than oral responses, large print or Braille material, or an accessible interview location. Interviews should be held in an office or conference room that is private and easily accessible to applicants with disabilities.
B. Prohibited Questions: Human Resources pre-approves questions to be asked during interview sessions. Interviewers shall not ask questions about an applicant's age, birthplace, height, weight, marital status, child care arrangements, religion, sexual orientation, or financial status. Interviewers shall not ask questions about an applicant's health, medical conditions, job injuries, or workers' compensation claims.
C. Pre-Interview Tests: A department may choose to administer a job-related test prior to the interview process to assist in screening applicants. The same test must be administered to all applicants who continue in the selection process. The test must be relevant to the knowledge, skills, and abilities required for the position. Tests must be reviewed and approved in advance by Human Resources.
D. Post-Interview Tests: A department may choose to administer a job-related test to each applicant after the interview process. The same test must be given to all applicants who continue in the selection process. The test must be relevant to the knowledge, skills, and abilities required for the position. Tests must be reviewed and approved in advance by Human Resources.
E. Veteran's Preference Idaho law (Idaho Code §§ 65-503A and 65-504, as amended from time-to-time) requires that qualified applicants who are war and disabled veterans be given preferential treatment when being considered for initial employment. An individual who qualifies for a veteran's employment preference is entitled to a preference over other applicants for the same position who are not more qualified.

Upon completion of the selection process, the Mayor may make appointments from candidates based on the results of the testing and other relevant considerations. Such appointments will usually be upon the recommendation of the Department Director of the department in which the new appointee will be assigned and the Human Resources Director. All such appointments will only become effective after all necessary documents have been signed by the appropriate City officials and the new employee. Some positions may also require criminal background checks.

It is the standard practice of the City of Lewiston to recruit for every vacant position. However, after completion of a recruitment, the Human Resources Department may prepare and keep available an eligibility list consisting of the names of candidates who have been determined to be qualified for the position referred to as an "Open Employment List". A department may refer back to an Open Employment List to fill vacant positions. The City may provide qualified City employees preference over outside applicants without following the standard recruitment practice, see section 413 Promotion.

The types of eligibility lists shall be as follows:

- LAYOFF-REINSTATEMENT LIST: Consists of employees who have been laid off. Such employees may be considered for reinstatement on the basis of length of service and prior job performance.
- PROMOTIONAL LIST: Consists of employees who have qualified through the selection process and from which promotions or advancements to classes with higher salary ranges will be made.
- OPEN EMPLOYMENT LIST: Consists of candidates who have qualified through the application/interview process and from which appointments may be made.

The City will make reasonable accommodations for qualified individuals with known disabilities, unless doing so would result in an undue hardship. An employee should advise the Human Resources Director if he/she requires an accommodation to enable the employee to perform the essential tasks of the job.

SECTION 404 INELIGIBILITY OR DISQUALIFICATION

The Mayor may withdraw a candidate from consideration whose appointment is deemed to be contrary to the best interests of the City. Reasons for disqualification may include, but shall not be limited to, the following:

1. Failure to meet any of the requirements established for the examination or position for which he/she applies including failure to meet deadlines of the application process.
2. Failure to pass pre-employment drug testing.
3. Conviction of a felony or conviction of a misdemeanor involving behavior that is dishonest or immoral, deception, fraud, violence, or threats of violence.
4. Dismissal from a former position for any reason that would be cause for dismissal by the City.
5. Resignation from any position to avoid dismissal.
6. Deception or fraud in content of the application and/or other documents.
7. Disqualification or unsuitability for employment as specified in any City or applicable department rule or regulation.
8. Any other reason as determined by the Mayor.

The City of Lewiston is committed to hiring the most qualified applicants. Consequently, all offers of full time and part time employment are conditioned on an applicant successfully passing the City's reference and other background check processes. Additionally, certain volunteer positions are also subject to a background check process.

All offers of employment are conditioned on an applicant successfully passing the City's background investigation. The City's background investigation may include one or more of the following:

- Criminal History Check: At its discretion the City may conduct a criminal history check on all applicants or volunteers regardless of age. This check provides information regarding such things as warrants, civil and criminal filings, and driving records.

- Fingerprint Check: The City conducts fingerprint checks on all applicants and some volunteers 18 years of age or older. This check provides information regarding state and national criminal history records.
- Polygraph Examination: The City conducts polygraph examinations on positions assigned to the Police Department.
- Miscellaneous Checks: For certain jobs additional background investigations are conducted. For jobs involving significant financial accountability, the City may request a consumer report for employment purposes. This may include, but is not limited to information regarding the applicant's credit worthiness, credit standing, and/or credit capacity. Additionally, based on the required education qualifications of a position, the City may request a verification of education.

Applicants shall not begin work until after successfully passing all of the background investigations applicable to the position they will hold. Applicants that do not successfully pass these investigations are ineligible for hire or continued employment and the City's conditional offer of employment will be retracted.

The City retains sole discretion to determine whether to eliminate from consideration for further employment or volunteer service any individual who provides false, misleading, or willfully deceptive information. Employees hired based on false information discovered after employment begins are subject to discipline, up to and including termination. Volunteers may be dismissed from service at any time.

DRUG TESTS

Applicants for safety sensitive positions within the City are required to take a post-offer drug test. Current employees who are transferring, promoting, demoting, or being reassigned from a non-safety sensitive position to a safety sensitive position are required to take a post offer drug test. A verified negative test result shall be received before an applicant may begin safety sensitive duties. Applicants for positions that require a commercial driver's license are required to take a post-offer Department of Transportation (DOT) drug test. Current employees who are transferring, promoting, demoting, or being reassigned to a position that involves the duties or activities that require a commercial driver's license (CDL) shall take a post-offer Department of Transportation (DOT) drug test. A verified negative test result shall be received before the applicant may begin work. Supervisor shall refer to the City's Commercial Driver's License Regulation for more information.

~~PROHIBITED~~ CRIMINAL HISTORY~~OFFENSES~~

~~An applicant, volunteer, or employee shall be disqualified for employment and volunteer service if the individual's record reveals any felony conviction within the individual's lifetime; any misdemeanor conviction related to sexual misconduct, violence, or crimes against children or a vulnerable adult within the individual's lifetime; two or more drug or alcohol related misdemeanors in the last five years, including convictions from foreign jurisdictions. If an applicant's, volunteer's, or employee's record reveals any other misdemeanors that individual may be disqualified for employment and volunteer service. For these crimes,~~ Human Resources in conjunction with the applicable Department Director will consider the following factors in determining whether to disqualify the individual:

A. The severity or nature of the crime and/or conviction;
B. The period of time since the incident(s) under review occurred;
C. The number and pattern of incidents;
D. Activities since the incident, such as continuous employment, education, participation in treatment, payment of restitution, or any other factors that may be evidence of rehabilitation;
E. The individual's criminal and employment record since the conviction, including withheld judgment, dismissal, suspension, deferral, commutation, or a plea agreement where probation or restitution was or was not required, a sealed record, or an order according to Section 19-2604, Idaho Code, or other equivalent state law;

F. The falsification or omission of information on the application form and other supplemental forms submitted.

This term "conviction" includes: a guilty plea; "no contest" or similar plea; plea agreement where probation or restitution was or was not required; a sealed record according to Section 19-2604, Idaho Code, or other equivalent state law or similar result; suspension; commutation; pre-trial diversion; withheld or deferred judgment; bail forfeiture; or guilty finding.

~~The disqualifying crimes listed in this regulation are not intended to be all inclusive.~~ The City reserves the right to consider additional criminal offenses as disqualifying. The City retains sole discretion to disqualify anyone from employment or volunteer service. If an applicant or volunteer is identified as having a pending criminal action for a crime, the City may consider this as disqualifying.

SECTION 406 TEMPORARY ASSIGNMENTS

During an emergency or during any period of unusual workloads, the Mayor or the Director of any department may temporarily assign City personnel within any department or from one department to another department within the City. Requests for personnel shall be approved by the appropriate Department Directors. Interdepartmental charges shall not be made for employees so assigned. Employees who have been temporarily assigned hereunder shall receive their normal hourly rate of pay and benefits. Department Directors shall administer and coordinate a program for training City employees to ensure maximum utilization of employees during periods of temporary assignment.

SECTION 407 EMPLOYMENT OF RELATIVES

For the purposes of this section, "relatives" shall mean those relatives to the second degree of consanguinity (blood relation) or affinity (marital relation), which shall include spouses, children, brothers, sisters, half-brothers, half-sisters, step-brothers, step-sisters, parents, step-parents, aunts, uncles, nephews, nieces, first cousins, grandparents, grandchildren, and spouses of those persons.

1. Relatives of elected City officials shall not be appointed to employment with the City as per Idaho Code 18-1359(3).
2. An employee holding a position prior to the election of a local government official, who is related within the second degree, shall be entitled to retain his or her position as per Idaho Code 18-1359(5a).
3. Relatives of employees shall not be appointed, transferred, promoted, or demoted or work in any position where a relative would be in a supervisory chain of the current employee.
4. Relatives of employees will not be given preferential treatment.
5. If two employees marry and are in the same chain of command, the City may select either employee at its discretion and require the selected employee to transfer or leave the organization. The City reserves the right to determine in all cases if a close enough familial relationship exists to prohibit a supervisory relationship. While the organization has no prohibition against hiring relatives of employees, close family members such as parents, children, spouses, siblings, or in-laws will not be hired into or transferred to positions where they directly or indirectly supervise or are supervised by another close family member.
6. The provisions of the foregoing sections apply to temporary employees.
7. Employees or relatives of employees are prohibited from contracting with the City for the provision of goods and services unless there are no other vendors available for the specific goods or services within a one hundred fifty (150) mile radius or the contract is approved by the Mayor.

SECTION 408 EMPLOYMENT OF MINORS

Employees in Idaho under age 18 are considered minors and may be employed only under the following guidelines. The duties and days and hours of work by minors are restricted by the terms and conditions of the provisions of Idaho and federal law.

Minors under the age of 16 may not work:

- More than 54 hours in any week;
- More than nine hours in a day;
- Before 6:00 a.m.; or
- After 9:00 p.m.

SECTION 409 INTRODUCTORY PROBATIONARY PERIOD

The introductory probationary period shall be regarded as part of the testing process. This period shall be utilized for closely observing the employee's work, to determine whether the employee has the skills and other qualifications needed to successfully perform the job for which the employee was hired, and for rejecting any introductory employee whose performance does not meet acceptable standards of work.

All new employees and employees who have been promoted to new positions shall successfully complete the introductory probationary period in order to retain their positions. The introductory probationary period shall be for a minimum of twelve (12) consecutive months of actual service from the date a new employee begins work or the date a promoted employee begins his or her new position. Upon written request of a Department Director, the Mayor may grant an extension of the introductory probationary period up to a maximum of three (3) months beyond the end of the original introductory probationary period. Where an introductory period is extended beyond twelve (12) consecutive months the employees step increase is extended for the same time. When the extended introductory period ends that date becomes the employees new step and evaluation date. If an employee has served in an "Acting" capacity, that period of time served shall apply to their promotional introductory probationary period.

Upon the conclusion of the introductory probationary period, the Supervisor shall submit a performance evaluation to Human Resources. All actions changing an employee's status must be approved by the Mayor. During the introductory probationary period, a new employee may be released from employment at any time without cause by the Mayor. Written notification of such a release shall be served on the introductory probationary employee and a copy filed with Human Resources. An employee who fails to satisfactorily complete the introductory probationary period of a promotion may be returned to his/her previous position, provided a position is available. If the former position has been filled, other vacancies for which the employee is qualified may be considered for placement by the Mayor. If no positions are available for which the employee is qualified, he/she may be discharged from employment, subject to sections 1105 (Demotion and Termination), 1106 (Right of Appeal), and 1107 (Name Clearing Hearing) of this policy.

Commented [NEP3]: If change to at will section will need to be removed.

SECTION 410 PERFORMANCE EVALUATIONS

The City will conduct periodic performance reviews for employees annually, at minimum. It is recommended that introductory probation employees receive a 6-month probationary check in evaluation.

The purposes of the review are to evaluate the employee's current level of performance, to examine the progress made since the last review, and to establish goals for the employee's next review. During their performance reviews, employees are encouraged to discuss any issues raised, as well as any opportunities for advancement or career development within The City.

After receiving their performance evaluations, employees will be required to sign the evaluation acknowledging that they have received the evaluation and are aware of its contents. A copy of the performance evaluation will then be placed in the employee's personnel file. In addition to these formal performance evaluations, The City encourages employees and supervisors to discuss job performance on a frequent and ongoing basis.

Satisfactory performance reviews will not necessarily result in wage increases. Likewise, unsatisfactory performance reviews typically will not result in wage decreases. Rather, wage adjustments may be made at any time in the sole discretion of The City and depend on a number of factors, including for example, performance, productivity, seniority and other lawful factors contemplated by The City.

SECTION 411 REAPPOINTMENT

Any regular employee who has resigned from the City's service in good standing may, upon his/her written request, be considered for reappointment to a position in the same or similar position in the City service within one (1) year of such resignation. Such reappointment may be made without benefit of additional examination and may take precedence over eligibility lists; but in no event shall it be mandatory for any Department Director to reappoint a former employee should he/she desire not to do so.

Any employee who is reappointed shall be considered a new employee and shall have no vested interest in or be entitled to any benefits accrued during any previous employment with the City except retirement system benefits. The reappointed employee shall be subject to the requirements of the appropriate retirement system of which the employee was a previous active member.

SECTION 412 TRANSFER

No regular employee shall be transferred to a vacant position for which he/she does not possess the minimum qualifications. Upon approval by the Mayor, the Department Director may transfer an employee at any time from one position to another. The transfer of a regular employee from one department to another may only be made with the consent of the employee and the approval of the Department Director, unless the Mayor orders the transfer for purposes of economy and efficiency.

If within six (6) months of the effective date of a transfer, the transferred employee is found not suitable in the new position, or if that position is eliminated and the employee's performance in the original position had been satisfactory, the employee may be transferred back to his/her original or a similar position, provided that position is still vacant. Transfers shall not be used to effect a promotion, demotion, advancement or reduction, each of which may be accomplished only as provided in this Policy.

SECTION 413 PROMOTION

Promotional selection for vacancies shall be conducted as the needs of the City require. The City encourages the advancement of personnel within City service. Qualified City employees may be given preference over outside applicants to fill vacancies without following the notice and selection procedures normally required for hiring new employees. If the internal preference process is used, it should be completed prior to seeking outside applicants for the position.

SECTION 414 DEMOTION

The Mayor may demote an employee for any of the following reasons:

1. An employee's ability to perform his/her required duties falls below acceptable standards,
2. Disciplinary reasons set forth in Section 1101 of this Policy,
3. When his/her position is eliminated,
4. When an employee requests such demotion, and/or
5. For any other reasonable grounds approved by the Mayor.

No employee shall be demoted to a classification for which he/she does not possess the minimum qualifications. Written notice shall be given to an employee with the appropriate facts at least fourteen (14) days before the effective date of the demotion.

SECTION 415 WORK BREAKS

Non-exempt employees that work eight (8) continuous hours or longer a day are eligible to receive two fifteen minute paid breaks during the scheduled workday. Unless the supervisor allows otherwise, one break is to be taken during each half-day or shift. Non-exempt employees working more than four (4) hours, but less than eight (8) hours are eligible to receive one fifteen minute paid break during the scheduled work day. Non-exempt employees working four (4) continuous hours a day or less, may receive one paid fifteen-minute break at the supervisor's discretion. Or as otherwise written in an employee's Collective Bargaining Agreement.

The time of a break is at the supervisor's discretion. Accumulating any unused break periods or using break periods as the basis for starting late, leaving early, or extending a meal period is prohibited.

BREAK TIME FOR NURSING MOTHERS

Departments are expected to provide reasonable break time for an employee to express breast milk for her nursing child for one year after the child's birth each time such employee has need to express the milk. The frequency of breaks needed to express milk as well as the duration of each break will likely vary.

Departments shall provide a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by an employee to express breast milk. A bathroom, even if private, is not a permissible location under the Patient Protection and Affordable Care Act. The location provided must be functional as a space for expressing breast milk. If the space is not dedicated to the nursing mother's use, it must be available when needed in order to meet the statutory requirement. A space temporarily created or converted into a space for expressing milk or made available when needed by the nursing mother is sufficient provided that the space is shielded from view, and free from any intrusion from co-workers and the public. Breaks taken for the purpose of expressing milk are unpaid.

MEAL PERIODS

Supervisors may authorize an unpaid 30 minute or longer meal period for nonexempt employees. Non-exempt employees shall be paid for any meal period during which the employee is not completely relieved from duty or that is less than 30 minutes. The time of a meal period is at the supervisor's discretion. Employees are not permitted to use meal periods as the basis for starting late, leaving early, or extending a meal period, unless authorized by the Department Director or designee.

SECTION 416 REHIRE ELIGIBILITY AND SERVICE RECOGNITION

Where business needs dictate, it is the policy of The City to rehire former employees who: a) voluntarily left City employment or b) were laid off due to business slowdown(s). To be eligible for rehire, former employees must have possessed a satisfactory record of service. This policy sets forth The City's philosophy governing eligibility for reemployment and associated bridging of service (service recognition), where appropriate.

ELIGIBILITY FOR REHIRE

Employees who were part of a reduction in force, as well as those employees who voluntarily resigned, will be eligible for rehire as long as they had a satisfactory work record while employed by The City and separated employment with The City in good standing.

INELIGIBILITY FOR REHIRE

Former employees who had a less-than-satisfactory work record appropriately noted at termination as not being eligible for rehire are excluded from rehire consideration. Employees who were involuntarily terminated by The City, or who separated employment not in good standing, or who were laid off (with a less-than-satisfactory work record) will not be considered for rehire.

SERVICE RESTORATION RULES FOR ELIGIBLE EMPLOYEES

If a former employee with less than one year's prior service is rehired, the employee will be considered a new employee and will not be eligible for prior service recognition for seniority or benefits plan participation purposes.

If a former employee with more than one year's prior service is rehired, the employee's seniority and eligibility to participate in City benefits plans will be bridged if the employee is rehired and the period of prior City service exceeded the duration of the period of absence. Service recognition will include prior service recognition for accrued leave plans.

If a former employee with more than one year's prior service is rehired and the duration of the period of absence exceeded the period of prior City service, the employee will be considered a new employee and will not be eligible for prior service recognition for seniority or benefits plan participation purposes.

REHIRE SERVICE DATE ADJUSTMENT

When recognition of prior service is granted, a rehired employee's City service date will be adjusted in accordance with the service restoration rule.

CHAPTER 5 – COMPENSATION

SECTION 501 COMPENSATION PLAN PREPARATION

The Mayor, or such other person or agency selected for that purpose, shall prepare a Compensation Plan showing for each grade minimum and maximum salary steps and such intermediate steps as deemed desirable. The City may change general compensation for any reason deemed appropriate by the City Council. Compensation may also be adjusted based upon job performance, reclassification of a position, and the availability of funds to maintain a solvent City budget. Hours worked may be reduced or employees may be laid off as necessary to meet budgetary constraints or as work needs change. In arriving at ranges for positions, the following shall be taken into consideration:

1. Prevailing rate of pay for comparable work in other public agencies,
2. Difficulty and responsibility of work,
3. The City's financial condition and policies, and
4. Other applicable conditions.

The Compensation Plan shall comply with all state and federal pay acts governing compensation. After consideration and adoption by the City Council, the Compensation Plan shall be applied to all applicable positions.

SECTION 502 ADMINISTRATION OF COMPENSATION PLAN

The Mayor shall administer the Compensation Plan for all employees.

1. The Mayor may make an appointment to a position on the scale based on the candidate's qualifications and experience.
2. Salary dates shall be established as follows: Employees appointed, promoted or who are granted a step increase, shall have a new salary date for the purpose of eligibility for consideration of future salary step increases.
3. The Mayor may adjust salary practices consistent with the Compensation Plan.

SECTION 503 ADVANCEMENT WITHIN SALARY RANGE

In order to properly compensate an employee, advancements in pay shall be based on the employee's satisfactory work performance, time in service, and completion and attainment of other specific advancement requirements outlined for the position. No advancement in the salary matrix will occur without an employee achieving a "competent" performance rating in their annual evaluation. An employee's step increase will take place annually on the employee's anniversary date, or last pay increase. Last pay increase could be an employee's promotion date or approved midyear pay increase. Supervisors are responsible for providing a Change of Status form prior to an employee's step date. Individuals in an "acting" capacity are being paid at the "acting" positions rate of pay, and therefore will not receive their step increase in their regular or "acting" position should their anniversary date occur while in "acting" position. If the employee stops "acting" and is returned to their regular position they will be placed at the step in grade they would have received had they not been in an "acting" position.

SECTION 504 SALARY FOLLOWING PROMOTION

When an employee is promoted to a position in a higher pay range, that employee shall be assigned to the first step in the higher pay range above his/her current pay. The Mayor may approve assignment to any other step in the higher pay range dependent upon internal equity and/or external market conditions. A new salary date shall be established for the purpose of eligibility for consideration of future step increases.

SECTION 505 SALARY FOLLOWING DEMOTION

In the case of a demotion of any employee to a class with a lower maximum pay rate, such employee shall be assigned to the appropriate pay step in the new class as recommended by the Human Resources Director and approved by the Mayor. The employee shall retain his/her previous salary date.

SECTION 506 SALARY FOLLOWING TRANSFER/ACTING APPOINTMENTS

In the case of the transfer of any employee from one position to another, the employee shall receive pay in the grade and step appropriate to his/her qualifications. In some cases the transfer may result in a loss of pay, when the transfer is to a lower classification. A new salary date will be established following a transfer. When an extended illness, leave of absence or a resignation creates a need to fill a position, the Mayor may appoint a qualified employee to that vacancy on an "Acting" basis. During the term of employment, the employee shall receive such rate of pay commensurate with his/her qualifications and consistent with his/her responsibilities. The "Acting" appointment shall not exceed five (5) months without reappointment by the Mayor.

SECTION 507 REVISION OF RANGES

When a range for a given grade is revised upward or downward, the employees in the grade affected shall have their salary adjusted to the appropriate step in the new range.

SECTION 508 SALARY ON POSITIONS "AT MAXIMUM STEP"

Employees' advancement through the salary scale will end at the maximum step, which is the last step in the employee's grade on the salary scale. Once the maximum step is achieved an employee remains at that maximum step until such time that the salary scale is adjusted and it provides additional steps, or the employee is reallocated to a different grade that has a higher maximum pay rate.

If a position is reallocated to a range that has a higher maximum pay rate, the employee shall have her/his salary adjusted to a step in the higher range that is closest to, but not less than, the employee's current salary and the employee shall be assigned a new salary date.

If an employee is reallocated to a position in a lower range, the salary of the incumbent shall be considered at the step closest to, but not less than, the current step unless they are over the maximum step for the new range (AT MAX). The salary date of the incumbent shall not change. Such AT MAX salary shall remain in effect until the salary increases accordingly by a market adjustment, compensation review, or some other method approved by the Mayor.

SECTION 509 SAFE HARBOR POLICY FOR EXEMPT EMPLOYEES

It is The City' policy and practice to accurately compensate employees and to do so in compliance with all applicable state and federal laws. To ensure employees are paid properly and no improper deductions are made, employees must review their pay stubs promptly to identify and to report all errors.

If the employee believes a mistake has occurred or if the employee has any questions, the employee should use the reporting procedure outlined below.

Exempt salaried employees receive a salary which is intended to compensate for all hours worked for The City. This salary will be established at the time of hire or when the employee becomes classified as an exempt employee. While it may be subject to review and modification from time-to-time, such as during salary review times, the salary will be a predetermined amount that will not be subject to deductions for variations in the quantity or quality of the work performed.

Under state law, salary is subject to certain deductions. For example, the employee's salary can be reduced for the following reasons:

- full-day absences for personal reasons;
- full-day absences for sickness or disability, if the available paid sick leave has been exhausted;
- intermittent absences, including partial-day absences, covered by the federal Family and Medical Leave Act, if other available paid leave has been exhausted;
- to offset amounts received as payment for jury and witness fees or military pay;
- during the first or last week of employment in the event the employee works less than a full week; and
- any work week in which the employee performs no work for The City.

Salary also may be reduced for certain types of deductions, such as the employee portion of health, dental or life insurance premiums; state, federal or local taxes, social security; or, voluntary contributions to a 401(k) or pension plan.

In any workweek in which the employee performed any work, the employee's salary will not be reduced for any of the following reasons:

- partial-day absences for personal reasons, sickness or disability;
- absence on a holiday when the facility is closed or because the facility is otherwise closed on a scheduled workday;
- absences for jury duty, attendance as a witness or military leave in any week in which the employee has performed any work; and
- any other deductions prohibited by state or federal law.

If employees believe they have been subject to any improper deductions, they should immediately report the matter to the Human Resources Director. If the Human Resources Director is unavailable or if employees believe it would be inappropriate to contact that person (or if they have not received a prompt and fully acceptable reply), they should immediately contact the Finance Department.

Every report will be fully investigated and corrective action will be taken where appropriate, up to and including termination for any employee who violates this policy. In addition, The City will not allow any form of retaliation against individuals who report alleged violations of this policy or who cooperate in the investigation of such reports. Retaliation is unacceptable, and any form of retaliation in violation of this policy will result in disciplinary action, up to and including termination.

SECTION 510 ESTABLISHED WORK HOURS/WORK WEEK

City business hours are from 8 a.m. to 5 p.m., Monday through Friday. Employees will be assigned a work schedule and will be expected to begin and end work according to the schedule. To accommodate the needs of the business, at some point The City may need to change individual work schedules on either a short-term or long-term basis.

The established workday for employees shall be eight (8), nine (9), or ten (10) hours. The established workweek for employees shall be eighty (80) hours within a fourteen (14) consecutive day period. A Department Director or the City Mayor may modify employee work hours consistent with the needs of the City. For the purposes of payroll, the workweek begins on Saturday at 12:01 am and runs through 12:00 (midnight) on Friday.

Employees are expected to report for their work assignments at the time and place designated by their supervisors. Employees are to accurately report their time. Each supervisor shall review and approve attendance records for all employees. Regular time and attendance reports will be provided by each department to the finance department, within payrolls required submittal time for processing before the end of each pay period. Employees are to review their pay and deductions and contact Payroll immediately of any discrepancies in regards to time worked, leave hours, or deductions.

SECTION 512 PAYROLL

An annual calendar is published establishing payroll dates, including deadlines to submit time, to ensure that pay is processed in a timely manner. Salaries and wages are paid biweekly (26 pay periods), every other Thursday. Should the payday fall on a holiday, the previous workday shall be the payday. Under no

circumstances will the City make advance payments to any employee. Employees are to keep information with the City current including address and contact information.

DIRECT DEPOSIT

It is the City's preference that an employee request direct deposit as their method of pay. Direct Deposit Forms should be completed with designated financial accounts. Employees may designate no more than three (3) bank accounts into which their net pay can be electronically deposited. Direct deposit elections remain in effect until the employee files a change authorization or cancellation.

If an employee selects to not participate in direct deposit their paycheck will be mailed each payday to the address that Human Resources has on file. Checks may not be picked up and will not be provided to departments for distribution. Checks will not be distributed prior to the scheduled pay date.
When an employee separates or retires their payouts for Vacation Leave, earned Wellness Day, Floating Holiday, and earned Compensatory Time will be paid out in a separate paycheck or direct deposit from their regular earnings.

PAYROLL DEDUCTIONS

Concerted effort is made for the City's Payroll division that they are not over burdened with individual requests for miscellaneous deductions. Therefore, the following payroll deductions are allowed:

a. Deductions required by law and contracts. For example, Federal and State withholding tax, Social Security Tax, City and or State Retirement Systems and Group medical premiums.
b. Court ordered deductions such as child support garnishments.
c. Deductions made on the written authorization from each employee, such as supplemental insurance deductions like life insurance or deferred compensation plans.
d. Any such other deductions as approved by the Mayor.

GARNISHMENTS

The City complies with applicable state and federal laws regarding the garnishment and assignment of wages. Repeated garnishments for multiple debts can be grounds for discharge or other discipline as provided by applicable laws.

SECTION 513 DIRECTED TIME OFF

Except as otherwise provided in a collective bargaining agreement, when a nonexempt employee is required by his/her supervisor to work beyond his/her regular work hours during a forty (40) hour workweek, the supervisor may direct the employee to take time off during that same workweek equal to the extra time worked. If the supervisor is unable to direct the time off during the same workweek, the hours worked beyond forty (40) hours within the workweek shall be compensated at the rate of 1½ times the employee's regular hourly rate of pay, or compensatory time may be elected by the employee at 1½ times for those hours worked beyond the forty (40) hours. The foregoing section does not apply to FLSA exempt employees.

SECTION 514 OVERTIME POLICY

It is the policy of the City to avoid the necessity for overtime work. Overtime work shall be authorized when overtime is necessary and consistent for the efficient operation of the various departments and when in the best interest of the City, but shall be kept at the minimum necessary to accomplish the project, event, or particular need.

In order to earn compensation for overtime, an employee must have his/her supervisor's and/or Department/Division Manager's prior approval. Overtime work required to meet an emergency situation

does not require advance approval, but must be approved by the immediate supervisor for payroll purposes. Approval for overtime will be documented and retained by each department, subject to audit.
It shall be the responsibility of the Department Director or Division Manager to see that overtime hours are reported and submitted on the employee's time card for payment of all overtime and compensatory time earned during the appropriate work week.

In accordance with the Fair Labor Standards Act (FLSA), as amended from time-to-time, the City shall compensate covered employees for authorized overtime as follows: Overtime work for all covered employees shall be defined as any time worked beyond (40) hours within a workweek. Except as provided in Section 514, Directed Time Off, overtime shall be compensated for at the rate of 1½ times the employee's regular hourly rate. When necessary to call out employees for emergency overtime work, minimum payment for each call out shall be two (2) hours pay at 1½ times their regular hourly rate of pay.

Authorized overtime for work performed on recognized holidays shall be compensated for at the rate of twice the employee's regular hourly rate for the standard work day, except for those employees who are regularly scheduled to work on holidays. The foregoing section does not apply to FLSA exempt employees or certain part-time employees per federal or state law and regulations.

SECTION 515 COMPENSATORY TIME

Except as provided in Section 513, Directed Time Off, upon approval of the supervisor a non-exempt employee may elect to receive compensatory time at the rate of 1½ for hours worked in excess of forty (40) hours in a workweek. Accrual of compensatory time shall not exceed one hundred twenty (120) hours. The City shall have the right to schedule employees for and to require the use of compensatory time. The employer and employee shall try to mutually agree on the scheduling of compensatory time. The accumulation and use of compensatory time will be documented and approved by a supervisor. Such records will be retained by each department, subject to audit. Regular reports of the accumulation and use of compensatory time will be submitted to the Finance Department as part of the regular payroll reporting activity. The foregoing section does not apply to FLSA exempt employees.

Temporary and exempt employees are unable to accrue compensatory time. In accordance with FLSA, for any hours worked in excess of forty (40) in a workweek temporary employees shall be compensated Overtime pay, at a rate of 1½ times the employees regular rate of pay.

When it is necessary to require an employee to be available for emergency call out or other services, such employee shall be on a standby status. The Mayor shall establish policies and procedures setting forth the conditions and obligations of standby status.

Except as otherwise provided in a collective bargaining agreement, compensation for standby duty will be granted at the rate of one (1) hour of payment at the employee's normal rate of pay for each six (6) hours on standby duty. When called to work during standby periods, the employee will receive a minimum credit of two (2) hours for each call out and will be paid at 1½ times his/her regular hourly rate of pay for each hour worked. The foregoing section does not apply to FLSA exempt employees.

SECTION 517 TRAVEL TIME FOR NON-EXEMPT EMPLOYEES

Non-exempt employees are paid for travel time in accordance with state law. Please see The City's Travel Administrative Policy for additional information regarding travel for City employees.

CHAPTER 6 – LEAVE PROVISIONS

SECTION 601 SICK LEAVE

Sick Leave is a benefit to provide relief to the employee when an illness or injury prevents the employee from working productively or safely, or when an immediate family member's (spouse/domestic partner, child, and parent) illness presents no practical alternative for necessary care. Sick leave shall be requested only in cases of actual sickness or disability, medical or dental treatment, and Bereavement Leave). The employee requesting sick leave shall notify his/her supervisor or Department Director at least one (1) hour prior to time set for reporting to work. Sick leave with pay shall not be allowed unless the employee has accrued sick leave and his/her Department Director has approved such payment. For the purpose of this policy domestic partner is defined as someone who meets the criteria as listed in Section 601 Benefits.

ELIGIBILITY

Regular employees shall be eligible to accrue sick leave. Regular Part-Time employees (scheduled 52 weeks per year and work 20 hours or more per week) shall be eligible to accrue sick leave in the same proportion as their regularly scheduled work hours per week are to a forty (40) hour work week. Temporary employees, and part time employees who work less than 20 hours per week shall not earn sick leave.

EARNED SICK LEAVE

Sick leave earned for regular Full-time employees shall be earned at the rate of eight (8) hours each calendar month that an employee has worked regularly scheduled hours and/or has been on an authorized leave that provides for full pay for at least ten (10) working days in that month. Regular Part-Time employees who work 20 hours or more per week, 52 weeks of the year, with consistently the same hours and schedule shall earn Sick Leave prorated to the amount of hours the employee works. An employee is not eligible to earn Sick Leave while in an unpaid leave status, or on an extended leave of absence greater than 12 weeks even if utilizing accrued leave.

USE OF SICK LEAVE

Sick leave may be requested and used as approved by the employee's supervisor. FLSA exempt employees may use sick leave in half-day increments per FLSA laws regarding public employees. The City may require the employee to provide a doctor's note, or require, at the City's expense, an independent review of reported illness by a competent medical authority. In cases of illness, disability, or injury, when an employee has exhausted his/her Sick leave, he/she may request earned Vacation Leave and/or Compensatory hours be used. If an employee has exhausted all available sick leave under this policy, The City reserves the right to apply accrued Vacation or PTO for any absences related to the outlined sick leave usage above.

ACCUMULATION AND SICK LEAVE BENEFITS UPON SEPARATION

Sick leave may be accumulated up to nine hundred sixty (960) hours. Employees who separate from the City in good standing after five (5) years of service will be eligible for payment of twenty-five percent (25%) of their earned sick leave to a tax-free medical expense reimbursement account (VEBA).

An employee who meets the PERSI retirement age requirements and retires in good standing from the City is eligible for payment of thirty-five percent (35%) of his/her earned sick leave into a tax-free medical expense reimbursement account (VEBA). "In good standing" is defined as an employee that has been subject to a reduction in force (layoff) or has resigned and given a written notice of at least fourteen (14) calendar days prior to the effective date of their resignation or as otherwise approved by the Mayor.

SECTION 602 VACATION LEAVE

ELIGIBILITY

Regular Full time employees shall earn accrued Vacation Leave each pay period based on the below schedule. Regular Part-Time employees who work 20 hours or more per week, 52 weeks of the year, with consistently the same hours and schedule shall earn Vacation Leave prorated to the amount of hours the employee works. As an example, a regular part-time employee who works 32 hours each week (80% of a 40-hour work week), will accrue 80% of the vacation hours outlined in the below schedule. Employees can take vacation based on hours accrued and subject to the Department Director's approval. Paid vacation shall not exceed the amount of vacation time the employee has actually accrued. Temporary and Part Time employees working less than 20 hours per week or inconsistent hours shall not earn vacation. An employee is not eligible to earn Vacation Leave while in an unpaid leave status or on medical ~~extended~~ leave of absences greater than 12 weeks, even if utilizing accrued leave.

Years of Service	Annual Hours Earned	Hours Earned per Pay-Period	Maximum Accrual Limit
1 – 4	96 hours	3.692	192
5 – 9	120 hours	4.615	240
10 – 14	160 hours	6.154	320
15 – 19	176 hours	6.769	352
20 +	200 hours	7.692	400

USE OF VACATION

The time that an employee may use accrued Vacation Leave and the amount to be taken at any one time require prior approval by the employee's supervisor with due regard for the wishes of the employee and particular regard for the needs of the City. Paid Vacation Leave shall not exceed the amount of vacation time the employee has accrued.

It is the employee's responsibility to request Vacation Leave from their supervisor as per their department's established procedure. Employees shall be allowed to accumulate up to twice their annual earned vacation. Hours may be accumulated over the maximum accrual limit each year until December 31st. As of December 31st each year any vacation leave over an employee's maximum accrual limit will automatically be removed. Removal of vacation leave over an employee's maximum accrual leave will be reflected on the second pay-period of January each year. Those hours that exceed an employee's maximum limit after December 31st of each year will be lost and cannot be utilized. The Mayor may extend earned limits when circumstances justify the extension.

Employees are prohibited from working for the City while taking Vacation Leave. FLSA exempt employees shall only be allowed to use Vacation Leave in increments equal to the length of his/her regular workday If an employee exhausts their accrued Vacation Leave they are not allowed to use Sick Leave, unless the employee is off work due to a Sick Leave related event or Family Medical Leave, and has received supervisor approval. An employee may utilize earned Compensatory time, earned Wellness Day, Floating Holiday, or request Leave without Pay when Vacation Leave is exhausted.

An employee who is granted Military Leave exceeding 180 calendar days may request payment for accrued Vacation Leave that remains unused. If the employee chooses to not receive payment for their accrued Vacation Leave or if their leave is less than 180 calendar days, then their accrued leave will be available to them to use when they return from leave at the same balance as when the employee went on Military Leave.

VACATION ACCRUAL DURING LEAVES OF ABSENCE

Employees do not accrue vacation during an unpaid leave of absence. Vacation accruals recommence when the employee returns to work.

HOLIDAYS OCCURRING DURING VACATION

If an observed City holiday occurs during an employee's scheduled vacation, no deduction from accrued vacation will be made for the holiday. An employee may add to their vacation period by using the holiday in place of accrued vacation time.

VACATION FOR FAMILY CARE AND MEDICAL LEAVE PURPOSE

Employees who request family care or medical leave pursuant to The City's FMLA policy generally must apply any accrued vacation pay to the unpaid portion of their family or medical leave, as permitted by law; please see Human Resources for more information.

VACATION PAY AT SEPARATION

Upon separation from working for the City, employees shall be paid for earned vacation up to the employee's maximum accrual limit or within the limits of any applicable collective bargaining agreement.
In the event of the death of an employee, pay for earned vacation shall be paid to the beneficiary the employee has designated. Such designation shall be in writing, signed by the employee and filed with Human Resources. In the event that an employee has not designated a beneficiary, the payment shall be made to the estate of the employee.

SECTION 603 PAID HOLIDAYS

REGULAR HOLIDAYS FOR PAY PURPOSES

Regular and exempt employees shall have the following holidays off with pay: New Year's Day, Idaho Human Rights Day/MLK Day, President's Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, the day after Thanksgiving, Christmas Eve Day, Christmas Day, one (1) day of the employee's choice (floating holiday), and any other day declared a holiday by the Governor of the State of Idaho in response to a specific event or Presidential Declaration, i.e. a day of mourning for a sitting President. An employee eligible for holidays shall not receive holiday pay if the employee is on leave without pay status.

Regular Part Time employees who work 20 hours per week or more, working consistently the same hours per week, 52 weeks of the year, will receive holiday pay prorated to their hours worked in a workweek. Part time regular employees may need to supplement their holiday pay with vacation in order to receive pay for their regular hours on the day of the holiday. Part time regular employees whose regular day off falls on a holiday shall be allowed to take the holiday on another day in the week. Part time regular employees will not receive pay for the holiday plus hours worked for the same day. Non-exempt employees must work their scheduled workday before and after the holiday in order to be eligible for holiday pay, unless the employee is absent with prior permission from their supervisor.

When any day recognized as a holiday by the City falls on a Sunday, the following Monday shall be considered the holiday. When any day recognized as a holiday by the City falls on a Saturday, the preceding Friday shall be considered the holiday. Holidays that occur during an eligible employee's vacation/PTO will not be counted as vacation days taken. In the event Christmas Eve and Christmas occur on Friday and Saturday or Sunday and Monday, the Mayor may designate appropriate days for the official City holidays. Some divisions may require modification of City-wide holidays based on operation and the needs of the City. Advance notification will be provided to employees affected as soon as reasonably practical.

EMPLOYEE FLOATING HOLIDAY

An employee is provided one (1) Floating Holiday each year. To be eligible for a holiday of his/her choice (floating holiday), the employee must have successfully completed six (6) months of continuous employment

and received advance approval from his/her supervisor to have the day off with pay. The employee's choice of a floating holiday must be used by December 31 of the calendar year.

RELIGIOUS HOLIDAYS

The City will make reasonable accommodations for an employee's religious observances. An employee who wishes to be excused from work in observance of a religious holiday shall request approval for such absence from his/her Department Director prior to the holiday with sufficient notice time. -An employee may elect to utilize their earned Vacation Leave, earned Compensatory time, earned Wellness Day, or Floating Holiday. If the employee making such a request has exhausted all paid time-off benefits, the employee may choose to take Leave without Pay.

EMPLOYEES REQUIRED TO WORK HOLIDAYS

Any employee normally eligible for holiday benefits who is required to work on a day designated as a holiday shall be paid at twice the employee's hourly rate of pay for the hours worked. The employee may elect to take an additional day off in lieu of the double time, with the approval of the Department Director, during the same pay period unless addressed by other contracts or agreements.

When a day designated as a holiday under the provisions of this policy falls on a normally assigned day off of an employee who is eligible for holiday benefits, said employee shall receive either additional pay equal to and in lieu of time off for said holiday, or an additional day off to be taken during the same pay period.

SECTION 604 FAMILY MEDICAL LEAVE (FMLA)

The City will provide Family and Medical Leave to its eligible employees. The City posts the mandatory FMLA Notice in each City building and ~~upon hire provides all new employees with notices~~as required by the U.S. Department of Labor (DOL) has included in this policy ~~on~~ Employee Rights and Responsibilities under the Family and Medical Leave Act.

The function of this policy is to provide employees with a general description of their FMLA rights. In the event of any conflict between this policy and the applicable law, employees will be afforded all rights required by law. If you have any questions, concerns, or disputes with this policy, you must contact the Human Resource Director in writing.

GENERAL PROVISIONS

Under this policy, the City will grant up to 12 weeks (or up to 26 weeks of military caregiver leave to care for a covered service member with a serious injury or illness) during a 12-month period to eligible employees. The leave may be paid, unpaid or a combination of paid and unpaid leave, depending on the circumstances of the leave and as specified in this policy.

ELIGIBILITY

To qualify to take family or medical leave under this policy, the employee must meet all of the following conditions:

1) The employee must have worked for the City for 12 months or 52 weeks. The 12 months or 52 weeks need not have been consecutive. Separate periods of employment will be counted, provided that the break in service does not exceed seven years. Separate periods of employment will be counted if the break in service exceeds seven years due to National Guard or Reserve military service obligations or when there is a written agreement, including a collective bargaining agreement, stating the employer's intention to rehire the employee after the service break. For eligibility purposes, an employee will be considered to have been employed for an entire week even if the employee was on the payroll for only part of a week or if the employee is on leave during the week.
2) The employee must have worked at least 1,250 hours during the 12-month period immediately

preceding the commencement of the leave. The 1,250 hours do not include time spent on paid or unpaid leave. Consequently, these hours of leave should not be counted in determining the 1,250 hours eligibility test for an employee under FMLA.

3) The employee must work in a worksite where 50 or more employees are employed by the City within 75 miles of that office or worksite. The distance is to be calculated by using available transportation by the most direct route.

TYPE OF LEAVE COVERED

To qualify as FMLA leave under this policy, the employee must be taking leave for one of the reasons listed below:

1) The birth of a child and in order to care for that child.
2) The placement of a child for adoption or foster care and to care for the newly placed child.
3) To care for a spouse, child or parent with a serious health condition (described below).
4) The serious health condition (described below) of the employee.

   An employee may take leave because of a serious health condition that makes the employee unable to perform the functions of the employee's position. This includes leave taken due to a worker's compensation claim that makes the employee unable to perform job functions.

   A serious health condition is defined as a condition that requires inpatient care at a hospital, hospice or residential medical care facility, including any period of incapacity or any subsequent treatment in connection with such inpatient care or a condition that requires continuing care by a licensed health care provider.

   This policy covers illnesses of a serious and long-term nature, resulting in recurring or lengthy absences. Generally, a chronic or long-term health condition that would result in a period of three consecutive days of incapacity with the first visit to the health care provider within seven days of the onset of the incapacity and a second visit within 30 days of the incapacity would be considered a serious health condition. For chronic conditions requiring periodic health care visits for treatment, such visits must take place at least twice a year.

   Employees with questions about what illnesses are covered under this FMLA policy or under the City's sick leave policy are encouraged to consult with the Human Resource Director.

   If an employee takes paid sick leave for a condition that progresses into a serious health condition and the employee requests unpaid leave as provided under this policy, the City may designate all or some portion of related leave taken as leave under this policy, to the extent that the earlier leave meets the necessary qualifications.

5) Qualifying exigency leave for families of members of the National Guard or Reserves or of a regular component of the Armed Forces when the covered military member is on covered active duty or called to covered active duty.

   An employee whose spouse, son, daughter or parent either has been notified of an impending call or order to covered active military duty or who is already on covered active duty may take up to 12 weeks of leave for reasons related to or affected by the family member's call-up or service. The qualifying exigency must be one of the following:

   a. short-notice deployment
   b. military events and activities
   c. child care and school activities
   d. financial and legal arrangements

e. counseling
f. rest and recuperation
g. post-deployment activities, and
h. additional activities that arise out of active duty, provided that the employer and employee agree, including agreement on timing and duration of the leave.

Eligible employees are entitled to FMLA leave to care for a current member of the Armed Forces, including a member of the National Guard or Reserves, or a member of the Armed Forces, the National Guard or Reserves who is on the temporary disability retired list, who has a serious injury or illness incurred in the line of duty on active duty for which he or she is undergoing medical treatment, recuperation, or therapy; or otherwise in outpatient status; or otherwise on the temporary disability retired list. Eligible employees may not take leave under this provision to care for former members of the Armed Forces, former members of the National Guard and Reserves, and members on the permanent disability retired list.

In order to care for a covered service member, an eligible employee must be the spouse, son, daughter, or parent, or next of kin of a covered service member.

a) A "son or daughter of a covered service member" means the covered service member's biological, adopted, or foster child, stepchild, legal ward, or a child for whom the covered service member stood in loco parentis, and who is of any age.
b) A "parent of a covered service member" means a covered service member's biological, adoptive, step or foster father or mother, or any other individual who stood in loco parentis to the covered service member. This term does not include parents "in law."
c) Under the FMLA, a "spouse" means a husband or wife, including those in same-sex marriages, which were made legal in all 50 United States as of June 26, 2015.
d) The "next of kin of a covered service member" is the nearest blood relative, other than the covered service member's spouse, parent, son, or daughter, in the following order of priority: blood relatives who have been granted legal custody of the service member by court decree or statutory provisions, brothers and sisters, grandparents, aunts and uncles, and first cousins, unless the covered service member has specifically designated in writing another blood relative as his or her nearest blood relative for purposes of military caregiver leave under the FMLA. When no such designation is made, and there are multiple family members with the same level of relationship to the covered service member, all such family members shall be considered the covered service member's next of kin and may take FMLA leave to provide care to the covered service member, either consecutively or simultaneously. When such designation has been made, the designated individual shall be deemed to be the covered service member's only next of kin. For example, if a covered service member has three siblings and has not designated a blood relative to provide care, all three siblings would be considered the covered service member's next of kin. Alternatively, where a covered service member has a sibling(s) and designates a cousin as his or her next of kin for FMLA purposes, then only the designated cousin is eligible as the covered service member's next of kin. An employer is permitted to require an employee to provide confirmation of covered family relationship to the covered service member pursuant to § 825.122(k).

"Covered active duty" means:
(a) "Covered active duty" for members of a regular component of the Armed Forces means duty during deployment of the member with the Armed Forces to a foreign country.
(b) (2) Covered active duty or call to covered active duty status in the case of a member of the Reserve components of the Armed Forces means duty during the deployment of the member with the Armed Forces to a foreign country under a Federal call or order to active duty in support of a contingency operation, in accordance with 29 CR 825.102.

The leave may commence as soon as the individual receives the call-up notice. (Son or daughter for this type of FMLA leave is defined the same as for child for other types of FMLA leave except that the person does not have to be a minor.) This type of leave would be counted toward the employee's 12-week maximum of FMLA leave in a 12-month period.

6) Military caregiver leave (also known as covered service member leave) to care for an injured or ill service member or veteran.

An employee whose son, daughter, parent or next of kin is a covered service member may take up to 26 weeks in a single 12-month period to take care of leave to care for that service member.

Next of kin is defined as the closest blood relative of the injured or recovering service member.

The term "covered service member" means:

(a) a member of the Armed Forces (including a member of the National Guard or Reserves) who is undergoing medical treatment, recuperation, or therapy, is otherwise in outpatient status, or is otherwise on the temporary disability retired list, for a serious injury or illness; or
(b) a veteran who is undergoing medical treatment, recuperation, or therapy, for a serious injury or illness and who was a member of the Armed Forces (including a member of the National Guard or Reserves) at any time during the period of 5 years preceding the date on which the veteran undergoes that medical treatment, recuperation, or therapy.

The term "serious injury or illness means:

(a) in the case of a member of the Armed Forces (including a member of the National Guard or Reserves), means an injury or illness that was incurred by the member in line of duty on active duty in the Armed Forces (or existed before the beginning of the member's active duty and was aggravated by service in line of duty on active duty in the Armed Forces) and that may render the member medically unfit to perform the duties of the member's office, grade, rank, or rating; and
(b) in the case of a veteran who was a member of the Armed Forces (including a member of the National Guard or Reserves) at any time during a period when the person was a covered service member, means a qualifying (as defined by the Secretary of Labor) injury or illness incurred by a covered service member in the line of duty on active duty that may render the service member medically unfit to perform the duties of his or her office, grade, rank or rating.
(c) Outpatient status, with respect to a covered service member, means the status of a member of the Armed Forces assigned to either a military medical treatment facility as an outpatient; or a unit established for the purpose of providing command and control of members of the Armed Forces receiving medical care as outpatients.

AMOUNT OF LEAVE

An eligible employee can take up to 12 weeks for the FMLA circumstances (1) through (5) above under this policy during any 12-month period. The City will measure the 12-month period as a rolling 12-month period measured backward from the date an employee uses any leave under this policy. Each time an employee takes leave, the City will compute the amount of leave the employee has taken under this policy in the last 12 months and subtract it from the 12 weeks of available leave, and the balance remaining is the amount the employee is entitled to take at that time.

An eligible employee can take up to 26 weeks for the FMLA circumstance (6) above (military caregiver leave) during a single 12-month period. For this military caregiver leave, the City will measure the 12-month period as a rolling 12-month period measured forward. FMLA leave already taken for other FMLA circumstances will be deducted from the total of 26 weeks available.

If spouses both work for the City and each wishes to take leave for the birth of a child, adoption or

placement of a child in foster care, or to care for a parent (but not a parent "in-law") with a serious health condition, the spouses may only take a combined total of 12 weeks of leave. If spouses both work for the City and each wishes to take leave to care for a covered injured or ill service member, the spouses may only take a combined total of 26 weeks of leave.

EMPLOYEE STATUS AND BENEFITS DURING LEAVE

While an employee is on leave, the City will continue the employee's health benefits during the leave period at the same level and under the same conditions as if the employee had continued to work. If the employee chooses not to return to work for reasons other than a continued serious health condition of the employee or the employee's family member or a circumstance beyond the employee's control, the City will require the employee to reimburse the City the amount it paid for the employee's share of the health insurance premium during the leave period.

Under current City policy, the employee pays a portion of the health care premium. While on paid leave, the employer will continue to make payroll deductions to collect the employee's share of the premium. While on unpaid leave, the employee must continue to make this payment, either in person or by mail. The payment must be received in the Finance Department by the 1st day of each month. If the payment is more than 30 days late, the employee's health care coverage may be dropped for the duration of the leave. The employer will provide 15 days' notification prior to the employee's loss of coverage.

If the employee contributes to a life insurance or disability plan, the employer will continue making payroll deductions while the employee is on paid leave. While the employee is on unpaid leave, the employee may request continuation of such benefits and pay his or her portion of the premiums, or the employer may elect to maintain such benefits during the leave and pay the employee's share of the premium payments. If the employee does not continue these payments, the employer may discontinue coverage during the leave. If the employer maintains coverage, the employer may recover the costs incurred for paying the employee's share of any premiums, whether or not the employee returns to work.

EMPLOYEE STATUS AFTER LEAVE

An employee who takes leave under this policy may be asked to provide a fitness for duty (FFD) clearance from the health care provider. This requirement will be included in the employer's response to the FMLA request. Generally, an employee who takes FMLA leave will be able to return to the same position or a position with equivalent status, pay, benefits and other employment terms. The position will be the same or one which is virtually identical in terms of pay, benefits and working conditions. The City may choose to exempt certain key employees from this requirement and not return them to the same or similar position.

USE OF PAID AND UNPAID LEAVE

Accrued leave will run concurrently with FMLA. An employee who is taking approved FMLA leave may request Authorized Leave without Pay prior to exhaustion of accrued leave. Requests for Authorized Leave without Pay must be made in compliance with the Authorized Leave without Pay section of this policy.

Disability leave for the birth of the child and for an employee's serious health condition, including workers' compensation leave (to the extent that it qualifies), will be designated as FMLA leave and will run concurrently with FMLA. For example, if an employer provides six weeks of pregnancy disability leave, the six weeks will be designated as FMLA leave and counted toward the employee's 12-week entitlement. The employee may then be required to substitute accrued paid leave, or Authorized Leave without Pay for what remains of the 12-week entitlement.

INTERMITTENT LEAVE OR A REDUCED WORK SCHEDULE

The employee may take FMLA leave in 12 consecutive weeks, may use the leave intermittently (take a day periodically when needed over the year) or, under certain circumstances, may use the leave to reduce the workweek or workday, resulting in a reduced hour schedule. In all cases, the leave may not exceed a total of 12 workweeks (or 26 workweeks to care for an injured or ill service member over a 12-month period).

The City may temporarily transfer an employee to an available alternative position with equivalent pay and benefits if the alternative position would better accommodate the intermittent or reduced schedule, in instances of when leave for the employee or employee's family member is foreseeable and for planned medical treatment, including recovery from a serious health condition or to care for a child after birth, or placement for adoption or foster care.

For the birth, adoption or foster care of a child, the City and the employee must mutually agree to the schedule before the employee may take the leave intermittently or work a reduced hour schedule. Leave for birth, adoption or foster care of a child must be taken within one year of the birth or placement of the child.

If the employee is taking leave for a serious health condition or because of the serious health condition of a family member, the employee should try to reach agreement with the City before taking intermittent leave or working a reduced hour schedule. If this is not possible, then the employee must prove that the use of the leave is medically necessary.

CERTIFICATION FOR THE EMPLOYEE'S SERIOUS HEALTH CONDITION

The City will require certification for the employee's serious health condition. The employee must respond to such a request within 15 days of the request or provide a reasonable explanation for the delay. Failure to provide certification may result in a denial of continuation of leave. Medical certification will be provided using the DOL Certification of Health Care Provider for Employee's Serious Health Condition.

The City may directly contact the employee's health care provider for verification or clarification purposes using a health care professional, an HR professional, leave administrator or management official. The City will not use the employee's direct supervisor for this contact. Before the City makes this direct contact with the health care provider, the employee will be given an opportunity to resolve any deficiencies in the medical certification. In compliance with HIPAA Medical Privacy Rules, the City will obtain the employee's permission for clarification of individually identifiable health information.

The City has the right to ask for a second opinion if it has reason to doubt the certification. The City will pay for the employee to get a certification from a second doctor, which the City will select. The City may deny FMLA leave to an employee who refuses to release relevant medical records to the health care provider designated to provide a second or third opinion. If necessary to resolve a conflict between the original certification and the second opinion, the City will require the opinion of a third doctor. The City and the employee will mutually select the third doctor, and the City will pay for the opinion. This third opinion will be considered final. The employee will be provisionally entitled to leave and benefits under the FMLA pending the second and/or third opinion.

CERTIFICATION FOR THE FAMILY MEMBER'S SERIOUS HEALTH CONDITION

The City will require certification for the family member's serious health condition. The employee must respond to such a request within 15 days of the request or provide a reasonable explanation for the delay. Failure to provide certification may result in a denial of continuation of leave. Medical certification will be provided using the DOL Certification of Health Care Provider for Family Member's Serious Health Condition.

The City may directly contact the employee's family member's health care provider for verification or clarification purposes using a health care professional, an HR professional, leave administrator or management official. The City will not use the employee's direct supervisor for this contact. Before the City makes this direct contact with the health care provider, the employee will be given an opportunity to resolve any deficiencies in the medical certification. In compliance with HIPAA Medical Privacy Rules, the City will obtain the employee's family member's permission for clarification of individually identifiable health

information.

The City has the right to ask for a second opinion if it has reason to doubt the certification. The City will pay for the employee's family member to get a certification from a second doctor, which the City will select. The City may deny FMLA leave to an employee whose family member refuses to release relevant medical records to the health care provider designated to provide a second or third opinion. If necessary to resolve a conflict between the original certification and the second opinion, the City will require the opinion of a third doctor. The City and the employee will mutually select the third doctor, and the City will pay for the opinion. This third opinion will be considered final. The employee will be provisionally entitled to leave and benefits under the FMLA pending the second and/or third opinion.

CERTIFICATION OF QUALIFYING EXIGENCY FOR MILITARY FAMILY LEAVE

The City will require certification of the qualifying exigency for military family leave. The employee must respond to such a request within 15 days of the request or provide a reasonable explanation for the delay. Failure to provide certification may result in a denial of continuation of leave. This certification will be provided using the DOL Certification of Qualifying Exigency for Military Family Leave.

CERTIFICATION FOR SERIOUS INJURY OR ILLNESS OF COVERED SERVICE MEMBER FOR MILITARY FAMILY LEAVE

The City will require certification for the serious injury or illness of the covered service member. The employee must respond to such a request within 15 days of the request or provide a reasonable explanation for the delay. Failure to provide certification may result in a denial of continuation of leave. This certification will be provided using the DOL Certification for Serious Injury or Illness of Covered Service member.

RECERTIFICATION

The City may request recertification for the serious health condition of the employee or the employee's family member no more frequently than every 30 days unless circumstances have changed significantly, or if the employer receives information casting doubt on the reason given for the absence, or if the employee seeks an extension of his or her leave. Otherwise, the City may request recertification for the serious health condition of the employee or the employee's family member every six months in connection with an FMLA absence. The City may provide the employee's health care provider with the employee's attendance records and ask whether the need for leave is consistent with the employee's serious health condition.

PROCEDURE FOR REQUESTING FMLA LEAVE

All employees requesting FMLA leave must provide verbal or written notice of the need for the leave to the HR Director. Within five business days after the employee has provided this notice, the HR Director will complete and provide the employee with the DOL Notice of Eligibility and Rights.

When the need for the leave is foreseeable, the employee must provide the employer with at least 30 days' notice. When an employee becomes aware of a need for FMLA leave less than 30 days in advance, the employee must provide notice of the need for the leave either the same day or the next business day. When the need for FMLA leave is not foreseeable, the employee must comply with the City's usual and customary notice and procedural requirements for requesting leave, absent unusual circumstances.

DESIGNATION OF FMLA LEAVE

Within five business days after the employee has submitted the appropriate certification form, the HR Department will complete and provide the employee with a written response to the employee's request for FMLA leave using the DOL Designation Notice.

INTENT TO RETURN TO WORK FROM FMLA LEAVE

On a basis that does not discriminate against employees on FMLA leave, the City may require an employee

on FMLA leave to report periodically on the employee's status and intent to return to work.

SECTION 605 REASONABLE ACCOMMODATION

City of Lewiston is committed to complying fully with the Americans with Disabilities Act (ADA) and other applicable federal, state, and local laws. We are also committed to ensuring equal opportunity in employment for qualified persons with disabilities. We make our employment decisions based on the merits of the situation in accordance with defined criteria, not the disability of the individual. Further, the City is committed to not discriminating against any qualified employee or applicant because the person is related to or associated with a person with a disability.

The purpose of this document is to provide all employees with a detailed guide on the reasonable accommodation process. There are important steps that must be taken to ensure reasonable accommodations are documented, communicated, and provided in a timely fashion. These steps ensure equal opportunity for applicants, candidates, and employees with disabilities as well as ensure the City of Lewiston meets its legal obligations.
City of Lewiston is committed to processing requests for reasonable accommodation and will provide reasonable accommodations where appropriate, in a prompt and efficient manner in accordance with the time frames set forth in the following Procedures.

Who is covered by this guidance: Applicants, candidates, and employees with physical or mental conditions that substantially limit one or more major life activities or have a record of such a substantially limiting condition.

What is workplace reasonable accommodation: Workplace reasonable accommodation, sometimes called workplace adjustments, are any changes in the workplace or the way job duties are customarily performed that provides an equal employment opportunity to an individual with a disability. (This process does not cover requests that would pose an undue hardship or fundamentally change the essential functions of a job.) Sometimes an applicant or an employee may ask for an accommodation that is not reasonable or necessary, that poses an "undue hardship" (i.e. too costly or disruptive to business) on the City or its employees or that might threaten the safety of the individual who has made the request or of others. In those cases, the City will discuss whether some other form of workplace accommodation may be effective.
When is reasonable accommodation provided;

- when an applicant with a disability needs an accommodation to have an equal opportunity to compete for a job;
- when an employee with a disability needs an accommodation to perform the essential functions of the job or to gain access to the workplace; and
- when an employee with a disability needs an accommodation to enjoy equal access to benefits and privileges of employment (e.g., productivity tools, training, City sponsored events).

What are common types of accommodations:

- Acquisition or modification of equipment
- Changes in the physical layout of a work environment to eliminate or reduce barriers
- Elimination of non-essential job duties
- Modifications of an individual's work schedule while continuing to meet business requirements
- Modifications to the building where an individual performs work
- Leave of absence
- Reassignment to a vacant position

Note: Leave time and/or reassignment to another vacant position are accommodations of last resort and require the approval of the Mayor.

Responsibilities:
The applicant, candidate, or employee has the responsibility to request an accommodation. Managers are responsible to receive, begin documentation for, and communicate all accommodation requests to the Human Resources Department (HR). HR and/or the manager is responsible for initiating the interactive process with the person who requests an accommodation, to involve only those who are necessarily involved to ensure an effective and timely accommodation is provided. They also must inform the employee or applicant of the outcome of their request.

All requests for reasonable accommodation are handled by or in conjunction with HR. HR will work with the individual's Department Director and/or Manager to ensure that an appropriate accommodation is provided that meets the individual's disability-related needs and enables the individual to perform the essential functions of the position.

What is the interactive process (IP)
The interactive process is a collaborative effort between the employee and City of Lewiston to discuss the need for an accommodation as well as identify effective accommodation solutions. The interactive process begins when an employee discloses a disability/health condition and requests an accommodation, a manager or HR representative recognizes an obvious challenge of an applicant, candidate, or employee due to a disability, or when an employee returns to work with an on-going health care condition or disability. A robust interactive process demonstrates good faith and promotes a disability inclusive workplace.

Confidentiality in the reasonable accommodation process
Ensuring the confidentiality of all medical information obtained in connection with a request for reasonable accommodation, as well as the confidentiality of all associated communications during the interactive process is required by federal law.
All documentation must be kept in a file separate from an individual's personnel file. Non-medical information obtained during this process is shared on an as needed basis with those involved in providing a reasonable accommodation.

Procedure for Reasonable Accommodations
Most accommodation requests are initiated by the applicant, candidate, or employee. That said, it is important to recognize that Supervisors, Managers, and/or Department Directors should not assume that because an individual has a physical or mental disability that he or she will necessarily require or want an accommodation. An individual may have a disability that does not limit the employee's ability to perform the essential functions of their job or require a workplace modification. Because each individual's abilities and needs are different, each accommodation request will be handled on a case-by-case basis.
In *rare* instances, when a disability and associated need for an accommodation is obvious (e.g. an applicant is blind and cannot access an applicant tracking system, an employee who uses a wheelchair cannot access a restroom) a hiring manager or manager may initiate the reasonable accommodation process and begin the interactive discussion with the person with a disability.

Requesting a Reasonable Accommodation (RA)
The process begins when the City becomes aware that an employee may need an adjustment or change concerning some aspect of the application process, the job, or a benefit of employment for a reason related to a disability or chronic medical condition. Notification may include documentation from the employee directly and/or from the employee's physician. An **applicant or employee** may request a reasonable accommodation at any time, **orally or in writing.** A request for an accommodation can also be made by an employee representative (e.g. family member). If the request comes in through a third party, the request should be

confirmed with the applicant or employee. Request for Accommodation can be found on the City's website under the HR page.

In most situations, employees should notify their manager directly if they believe they need an accommodation or other workplace adjustment because of a health condition. The manager should communicate the request immediately to HR. The employee can contact HR directly to discuss a reasonable accommodation as well.

If an employee makes a reasonable accommodation request to someone other than the manager or HR such as facilities personnel, or information technology staff, these City representatives should also communicate the request to the HR immediately.

An accommodation request does not have to include any special words, such as "reasonable accommodation," "disability," or "ADA." A request is any communication in which an individual asks or states that the applicant or employee needs a change because of a medical condition. A manager or HR needs to ask an individual whether they are requesting a reasonable accommodation if the nature of the initial communication is unclear.

Important Note: It is best for employees to ask for accommodations *before* any work related issues or concerns arise: While an employee does not have to disclose his/her disability until he/she feels they need an accommodation it is highly recommended that employees not wait until their performance appraisal meeting or during a disciplinary proceeding as the City of Lewiston does not have to rescind disciplinary actions administered prior to a request for an accommodation.

Once the City receives notice of a need for accommodation, it will provide the employee with the Accommodation Request form which the employee (and/or the employee's physician) must complete and return as indicated.

If the disability or need for accommodation is obvious or adequate medical documentation has already been provided for other reasons (i.e. Family Medical Leave Act, Workers Compensation), no medical documentation will be required. However, a request form still needs to be filled out by the applicant or employee. Whenever the disability or need for accommodation is not obvious, the employee will be asked to sign a release form authorizing the City to secure additional medical information from the employee's health care provider to provide job relevant information as to the nature of the employee's medical condition, and/or whether the requested modification/accommodation is necessary. A request for Medical Inquiry form can be found on the City's HR website page. A Medical Inquiry form specific to leave as an accommodation can be found on the same site.

Note that the health care provider should be provided with information as to the essential duties of the individual's job, in order to have an informed opinion as to any accommodations that will both meet the job requirements, and help to maintain positive health.

HR may also give the individual a list of questions to give to the health care provider or other appropriate professional to answer. If sufficient medical information is not provided by the individual after several attempts, HR may ask the individual requesting accommodation to sign a limited release form permitting the HR to contact the provider for additional information. HR may also elect to have the medical information reviewed by a doctor of the organization's choosing, at the City's expense.

Employees are obligated to cooperate with this process. A failure to do so could result in delayed consideration of a request or in its denial.

Initiation of the Interactive (IP) Process
After a request for accommodation has been made, and confirmed by a healthcare provider, the next step is to begin the interactive process to determine what, if any, accommodation should be provided. HR will contact the applicant or employee after establishing the need for the accommodation. It is expected that in the case of accommodations for applicants or candidates the process would begin immediately upon request and receipt by HR so that the individual does not lose out on the opportunity to compete for the job.
During the interactive process, the individual requesting the accommodation, HR, the manager, and at times the Department Director will need to clearly discuss key aspects with each other including:

- the nature of the job related challenge that is generating the request
- confirming that a disability is prompting the need for an accommodation
- the accommodation solution(s) that may be effective in meeting an individual's needs to successfully meet the requirements of the job

All accommodation requests are handled on a case by case basis. A robust IP frequently requires input from the department manager, HR, the employee and/or the employee's physician. Other departments, a third party vendor, as well as outside disability-related organizations, may be consulted depending on the type of request sought.

Processing Requests
HR will process requests and, where appropriate, provide accommodations in as short a period as reasonably possible. Everyone involved in processing a request should respond as quickly as possible. This includes referring a request to HR, contacting a health care provider if medical information or documentation is needed, and receiving technical assistance from outside parties. It is therefore recommended that the requestor work closely with their health care provider to expedite their response to the City's inquiry.
In certain circumstances, a request for reasonable accommodation requires an expedited review and decision.

This includes where a reasonable accommodation is needed:

- **to enable an applicant to apply for a job.** Depending on the timetable for receiving applications, conducting interviews, taking tests, and making hiring decisions, there may be a need to expedite a request for reasonable accommodation to ensure that an applicant with a disability has an equal opportunity to apply for a job.
- **to enable an employee to attend a meeting scheduled to occur soon.** For example, an employee may need a sign language interpreter for a meeting scheduled to take place in 5 days.
- To address a safety related concern in the workplace

An extension of the time frame for providing an accommodation will be considered in extraordinary circumstances that **could not reasonably have been anticipated or avoided in advance** of the request for accommodation, **or that are beyond City's ability to control.** When extenuating circumstances are present, the time for processing a request for reasonable accommodation and providing the accommodation will be extended as reasonably necessary. In such circumstances the requestor, manager and other need to know individuals will be informed as to the reason for the delay and anticipated delivery of solution.
Determination
Once HR receives all of the medical and other information deemed necessary, they will determine in consultation with others on a need-to-know basis whether the workplace modification/accommodation sought will be granted, or, whether an alternative modification/accommodation is appropriate. HR will first inform the employee's manager and/or Department Director. HR will then communicate the decision to the employee and discuss the employee's questions/concerns, if any, about that decision and steps for implementation.

A decision to provide an accommodation other than the one specifically requested will be considered a decision to grant an accommodation. If HR or the manager offers an accommodation other than the one

requested, but the alternative accommodation is not accepted by the employee, HR or the manager will record the individual's rejection.

Medical information will be disclosed only on an "as need to know" basis. Accommodations may be provided without informing the employee's manager or supervisor without disclosing the employee's diagnosis or disability.

Note: An individual's receipt or denial of an accommodation does not preclude the individual from making another request at a later time if circumstances change and they believe that an accommodation is needed due to workplace needs associated with evolving limitations from a disability (e.g., the disability worsens or an employee is assigned new duties that require an additional or different reasonable accommodation). It is important to note that City cannot refuse to process a request for reasonable accommodation, and a reasonable accommodation may not be denied, based on a belief that the accommodation should have been requested earlier (e.g., during the application process).

Temporary of Trial Accommodations
Many accommodations are implemented long-term, while some accommodations last for only a temporary period. Every situation is unique and requires case-by-case analysis of the individual's limitations, restrictions, specific accommodation needs, and the impact accommodation will have on job performance and business operations.

Implementing a temporary change offers the opportunity to evaluate an accommodation for effectiveness before making the decision to implement the change long-term and also demonstrates good faith.
Situations that can warrant provision of a temporary or trial accommodation may include, *but are not limited to*:

- when time is needed to research a permanent accommodation solution, to acquire equipment, arrange a service, or identify an alternative vacancy;
- when it is necessary to test an accommodation to determine if it is effective;
- when the medical impairment is temporary but sufficiently severe enough to entitle the employee to accommodation;
- when it is necessary to avoid temporary adverse conditions in the work environment; or
- when an accommodation can currently be provided, but may eventually pose an undue hardship if provided long-term.

Monitoring an Accommodation
It is the obligation of the manager to monitor the effectiveness of the accommodation. This monitoring should occur outside of the City's Performance Evaluation process. While employees with disabilities must be able to perform essential functions of their job with or without accommodation, it is also the responsibility of the manager to ensure an accommodation is effective for the employee. If an accommodation is no longer effective, then the interactive process should be re-visited.
Accommodation Request Denial
If the City **denies a request for accommodation,** HR and/or the manager will notify the employee of the reason for the denial of the individual's specific accommodation and the process for appealing the decision. If there are any questions or concerns, those will be discussed with the employee.

Appeals Process
An individual dissatisfied with the resolution of a reasonable accommodation request can ask the Mayor to reconsider that decision. An individual must request reconsideration within **10 business days** of receiving the notice of denial.

Inquiries and Distribution
Any employee wanting further information concerning these procedures may contact the Human Resources Department at hr@cityoflewiston.org or 208-746-3671. These guidelines will be provided in alternative formats (e.g. large print or Braille) when requested. Reasonable Accommodation forms are available on the City's Human Resources website.

SECTION 606 WORKER'S COMPENSATION

Providing the best care to our injured employees is our highest priority. The City of Lewiston has established the following procedures for treatment of industrial injuries, as provided by Title 72, Idaho Code. Employees who sustain work-related injuries are required to stay within the following established network of healthcare providers for the care and treatment of workers' compensation claims. Exceptions to this policy must have the prior approval of the Risk Manager or Human Resources Director.

ACCIDENT REPORTING PROCEDURES

1. If the injury occurs while at work, the employee will immediately report the injury to their direct supervisor. If the supervisor or manager is not available, the injured employee is required to report the injury to the person "in charge."
2. An Accident Report must be filled out and submitted to the Risk Manager or Human Resources Director as soon as possible, but no later than three (3) days of the accident/injury. An employee could lose all benefits if they wait longer than 60 days to report their injury.
3. Report ALL injuries – even minor injuries. To protect your right to receive worker's compensation benefits, the employee must report any job-related injury or disease to the employer.
4. Supervisors must fill out an Accident Investigation Form which is intended to identify accident root causes and to determine any action necessary to prevent recurrence.
5. If the injury requires emergent treatment or has the potential of causing loss of limb, sight or life, the supervisor or the person in charge will have the employee immediately transported, by ambulance, to St. Joseph Regional Medical Center (SJRMC).
6. If the injury does not fit within the description of Step 5 (above), but does require treatment or time away from work, the City of Lewiston's Occupational Health Care Provider is Valley Medical Express Care located at 2318 Vineyard Avenue. Express Care is open Monday through Saturday from 7:00 a.m. to 7:00 p.m. and from 12:00 Noon to 5:00 p.m. on Sunday. Dr. Cheryl Mallory is generally providing occupational medical services on a full-time basis, Monday through Friday, from 8:00 a.m. to 5:00 p.m. However, it may be another provider on duty. Occupational Medicine is located on the second floor of Valley Medical Center. As an alternative to Express Care, an injured employee may call to make an appointment with Dr. Mallory, or if immediate attention is needed, may check in at the front desk for availability. If the accident occurs at a time services at Valley Medical are not available, please report to St. Joseph Regional Medical Center's Emergency Department.
7. The employee must inform their supervisor and provide either the Risk Manager or Human Resources Director with any work status/restriction updates received from the physician.
8. Employees sustaining on-the-job injuries requiring treatment are required to make an appointment with the Risk Manager or Human Resources Director on the next regular work day (if injury permits). During this appointment, any additional information necessary to file the Worker's Compensation Claim with Intermountain Claims, Inc. (TPA) and the Industrial Commission will be obtained.

REFERRALS AND RETURN APPOINTMENTS WITH HEALTH CARE PROVIDERS

Before making or keeping any appointment for consultation or referral for treatment, the employee must communicate the need and receive authorization from Intermountain Claims, the Risk Manager or the Human Resources Director.

REFUSING TREATMENT

Refusal to follow prescribed physician-ordered treatment may be grounds for denial of benefits under Workers Compensation Law.

BENEFITS

1. Under Idaho Workers Compensation law, employees do not receive income benefits for the first five (5) days they are off work due to an injury, unless the injury requires overnight hospitalization or the time loss exceeds 14 days.
2. The City of Lewiston requires employees to use sick leave during the first five (5) day waiting period. If the on-the-job injury requires overnight hospitalization, no sick leave will be charged.
3. If the leave exceeds fourteen (14) days, the first five (5) day waiting period charged to sick leave will be returned.
4. In the event of a work related disability in which the employee is unable to return to work beyond five (5) days the employee will be paid approximately sixty-seven (67%) percent of their regular wages from Workers Compensation. The employee can choose to supplement their Workers Compensation benefit with approximately thirty-three (33%) accrued leave or compensatory time. The combined total of Workers Compensation and accrued leave is not to exceed one hundred (100%) percent of the pay which the employee would otherwise be entitled.

RETURN TO WORK

It is the policy of the City of Lewiston to allow employees who have been seriously injured or who are seriously ill to return to their full responsibilities as soon as they are able to perform the essential functions of their job.

Purpose

a. To ensure that employees are able to return to either their full responsibilities or to *temporary* light duty work, as soon as it is appropriate, after a serious illness or injury.
b. To protect the employee from further injury or illness resulting from returning to work too early.
c. To protect the city from potential workers' compensation liability resulting from requiring or allowing an employee to perform functions which should not be performed due to medical limitations.
d. To ensure that reasonable accommodations are made for employees where appropriate.
e. To discourage abuse of illness leave.

Guidelines

- For purposes of this policy, "serious injury or illness" shall mean any injury, illness or medical condition which is serious enough to affect the performance of any essential function of the job, as determined by the city. The determination shall be made by the employee's department manager or his/her designee, in consultation with the Risk Manager or Human Resource Director.
- When an employee has had a serious injury or illness, whether work related or not, the employee shall not return to work until a physician who has treated or examined the employee releases the employee for a return to work. The release shall specifically address the physical capabilities of the employee and shall unequivocally state the physical restrictions, if any, the employee has. Both the employee and the city have rights and obligations for providing and receiving releases from treating physicians.

- Employees are responsible for obtaining and submitting detailed information from their physician concerning their injury or illness. This information must be provided to the city in a timely manner and will include the physician's recommendation as to whether the employee may return to full or light duty, or should remain off work. If any physical restrictions are placed on the employee, they must be listed in sufficient detail for the city to make an informed decision regarding the employee's suitability to return to work. The city must also be notified of all follow-up appointments with any medical provider who will provide treatment for the injury or illness. The injured employee should follow the procedure outlined below:
- Tell your doctor that the City of Lewiston has a return to work program and ask the following questions:
    - Can I return to my original job with no changes?
    - Can I return to my original job under special conditions, such as reduced work hours or using modified equipment?
    - Can I return to work doing an alternative job assignment, if one can be made available to me?
- Have your doctor complete a Return to Work Form, which lists the employee's medical restrictions and current capabilities. Have your doctor update this form each time you have an appointment. (If you are unable to personally deliver the completed form to the Risk Manager or Human Resources Director, you should ensure that it is either e-mailed, faxed or mailed promptly.)
- Failure of the employee to provide the required information may result in the city's representative contacting the treating physician and obtaining necessary information. The city will not, under any circumstances, place an employee in a work situation where they must perform physical activities that exceed their physical restrictions. Work assignments will remain the right of the city; however, employees are encouraged to discuss any concerns they may have about work assignments and/or physical limitations with their supervisor.
- If the City or the Worker's Compensation Third Party Administrator (TPA) has reason to believe, based on knowledge of the type of injury or illness, observation of the employee, or any other physical evidence or information, that the employee may not be able to perform the essential functions of his/her job, the TPA may require the employee to undergo a job-related independent medical examination (IME) by a physician selected by the TPA.
- In cases where the physician(s) performing the IME has a different opinion than the employee's treating physician, the decision of the TPA will prevail.
- Before the employee returns to work, the physician release and the employee's return must be approved by the employee's department manager or his/her designee <u>and</u> the Risk Manager. The decision to approve the release shall be made based upon all of the information available to the city regarding the job and the employee's medical condition. The release shall be included in the employee's Workers Compensation Medical File.
- The city shall allow the employee to return to full duties once the release has been submitted and approved. Employees are encouraged to pursue any recommended therapy in order to accelerate their return to work.
- Employees returning to work after a serious injury or illness are expected to perform all the required functions and duties of their job.
- In cases where an employee cannot return to full duty because of limitations caused by the serious injury or illness, the city may allow a return to temporary light duty for a period of time not to exceed six (6) months, in cases where (1) there is legitimate light duty available without displacing another employee, (2) the employee is qualified to do the light duty, and (3) the employee's physician releases the employee to perform the light duty. In unusual cases, such as where the employee is undergoing therapy and the employee is an active and committed participant in the therapy and the expectation of a recovery allowing the full performance of the essential job functions is verified by the employee's physician, the light duty may be extended upon approval by the Mayor. In no case will the extension of light duty exceed an additional two months.

- At the end of the temporary light duty assignment, or in cases where there is no light duty available, the following options are available to the employee:
    a. Return to work in the same job held previously, performing the full duties of the job, with a physician's release as required above.
    b. Reassignment to another position available in the city, for which the employee possesses the minimum qualifications, and the essential functions of which the employee is able to perform. Availability shall be determined by the human resources director and the department manager(s) involved. Reassignment to a position in a different department must be approved by the Mayor.
    c. Return to the same job held previously with reasonable accommodations to help in the performance of the essential functions, as set forth below.
    d. Medical leave of absence (either using accrued leave or workers' compensation benefits, or without pay if benefits or leave have been exhausted or are not applicable).
    e. Apply on a competitive basis for any open position in the city.
    f. Retirement or other separation from city employment.
- The city shall make reasonable accommodations for the performance of essential functions by employees who have suffered a qualifying disability under the ADA. Reasonable accommodations do not include creating another position or having another employee perform the essential functions of a position but may include changes in the physical or functional work methods or the work conditions or environment.

SECTION 607 RETURN TO WORK – NON WORK RELATED

RETURN TO WORK FOLLOWING INJURY/ILLNESS

It is the policy of the City of Lewiston to allow employees who have been seriously injured or ill to return to their full responsibilities as soon as they are able to perform the essential functions of their job. The determination shall be made by the employee's Department Director or his/her designee, in consultation with the city's Human Resources Department.

When an employee has had a serious injury or illness the employee shall not return to work until a treating physician releases the employee for return to work. The release shall specifically address the physical capabilities of the employee and shall state any restrictions. If any restrictions are listed, they must be stated in sufficient detail for the City to make an informed decision regarding the suitability to return to work.

The return to work release must be submitted to Human Resources as soon as possible but in all cases prior to the employee returning to work. Employees returning to work with no restrictions are expected to perform all the required functions and duties of their job.

TEMPORARY MODIFIED DUTY

The City may provide work, when possible, for employees who have been restricted by a physician or a health care provider. Such work will be provided subject to availability. Work related injury restrictions will have priority in available work over non work related injuries. Work will be assigned according to the nature of the injury or illness and the limitations set forth by the treating physician or health care provider.

Employees on temporary modified duty must furnish a written update of their medical condition to Human Resources from the treating physician or health care provider after each visit in order to remain in the reassigned job. Being placed on a temporary modified-duty assignment does not excuse an employee from following all City rules and regulations.

In cases where an employee cannot return to full duty because of restrictions, the City may allow a return to modified duty for a period of time not to exceed six (6) months, in cases where: (1) there is a legitimate

modified duty available without displacing another employee; (2) the employee is qualified to perform the modified duty; and (3) the employee's physician releases the employee to perform the modified duty. If no modified duty is available, and/or the employee cannot return to perform the essential functions of their position, and/or is unable to return to work refer to Section 605 Reasonable Accommodation.

SECTION 608 AUTHORIZED LEAVE WITHOUT PAY

Leave without Pay (LWOP) is a temporary non-pay status absence from work that in most cases is at the employee's request. Reasons for LWOP may be for absences due to approved FMLA, exhaustion of employee's accrued leaves, Furlough, or extended periods of Medical Leave. LWOP absences may be granted by the Mayor in cases where such absence would not be contrary to the best interest of the City, or in accordance with federal law. Applicable to this policy section, full time leave without pay means a pay period in which no hours of work were accounted for or accrued leave was used.

REQUESTS FOR LEAVE WITHOUT PAY

LWOP may be requested Full Time or Part Time depending on the needs and circumstances surrounding an employee's request. No LWOP shall be granted except upon written request of the employee, setting forth the reason for the leave. Requests should be made to the employees Department Director, Human Resources Director and Mayor at least two (2) weeks prior to the anticipated beginning of LWOP. LWOP for any period requires approval of both the Department Director and Mayor. It is the supervisor's responsibility to communicate leave without pay to Payroll prior to any period of leave without pay. All accrued leave shall be exhausted prior to the approval of LWOP, except when the requesting employee is using approved FMLA leave, as referenced in the Family Medical Leave section of this policy. During periods of FMLA an employee may elect to utilize partial or full time LWOP, rather than accrued leave.

BENEFITS AND ACCRUED LEAVE WHILE ON LEAVE WITHOUT PAY

Sick and Vacation Leave shall not be earned during periods of full time LWOP. Employees who utilize the Short Term Disability (STD) benefit, in which they receive 60% wage replacement through the City's benefit vendor, will receive full accruals. During periods of full LWOP an employee will be allowed to maintain their medical and dental insurance only when they are on a job protected period of FMLA, in accordance with federal provisions. If on full time LWOP, outside of an FMLA period, the employee's health and dental insurance and voluntary benefits shall be termed the last day of the month in which they were last in a paid status. The employee will be allowed to enroll in COBRA as required by federal provisions.

An employee is responsible for arranging payment with the City's Finance office for his/her portion of any elective benefits during such unpaid leave. If payment is not received benefits may be terminated or the City may collect additional deductions upon the employee's return to work.

Employees may be granted up to three (3) working days leave with pay by the Department Director in the event of a death in the employee's immediate family to be utilized within 6 months of the employee's family members passing. Such leave shall be at full pay and shall not be charged against the employee's earned vacation or sick leave. Additional time off in excess of three (3) days may be taken by an employee with prior approval of his/her Department Director and the Mayor. Such additional time off shall be charged, in order, to accrued sick leave, accrued vacation time, compensatory time, and/or leave without pay when no other accrued leave is available.

For purposes of this section, "immediate family" shall mean the employee's current spouse or domestic/civil union partner, employee's children, current spouses of the employee's children, children of either spouse,

parents of either spouse; grandparents and grandchildren of either spouse; brothers, sisters (including step-brothers and sisters and half brothers and sisters and spouses thereof), legal guardians and legal wards.
For the purpose of this policy domestic partner is defined as someone with whom the employee shares a close personal relationship and are each other's sole domestic partner, is responsible for each other's common welfare, is not legally married to anyone else, not related by blood closer than would bar marriage in state of residence, currently shares same and regular permanent residence and intend to do so indefinitely, jointly share financial responsibility for "basic living expenses" including cost of food, shelter, and other costs such as medical expenses, and is 18 years of age or older.

SECTION 610 MILITARY LEAVE OF ABSENCE

The City of Lewiston is committed to supporting the service of its employees in the Uniformed Services of the United States (United States Army, Navy, Air Force, Marines, Coast Guard, National Guard, Reserves or Public Health Service). In accordance with the Uniformed Services Employment and Reemployment Rights Act (USERRA), as well as all related federal and state military leave requirements, the City of Lewiston is committed to ensuring that no employee will be subjected to any form of discrimination, retaliation, or adverse employment action on the basis of the person's membership in or obligation to perform service for any of the uniformed services of the United States. Employees who perform military duties in any of the uniformed services, whether on a voluntary or involuntary basis, are eligible to take a military leave of absence. Such military duties include leaves of absence taken by members of the uniformed services, for active duty, reserve or National Guard service, for training, periods of active military service and funeral honors duty, as well as time spent being examined to determine fitness to perform such service. Such service must be for a period during which the employee is ordered to report for duty and is absent from their position of employment. This Military Leave of Absence policy applies to all full time and part time employees of the City who are also members of one of the Uniformed Services.

Employees are entitled to a military leave of absence, without pay, for a cumulative period not to exceed 60 months. Unless military necessity prevents it, or is otherwise impossible or unreasonable, an employee should provide the Human Resources Department and the employee's supervisor with notice of the need for a military leave of absence at least 10 working days in advance or as far in advance as is reasonable under the circumstance. Written notice is preferred, but not required under USERRA or this policy. For periods of leave less than 30 days, the employee is required to provide the contact information of a person in their military unit that can verify their military service to the Human Resources Department. For periods of leave 31 days or more the employee is required to provide a copy of the orders requiring the employee to report for military service to the Human Resource Department.

For periods of a military leave of absence in which an employee is expected to be gone for 180 days or more, an employee is permitted to request payout of their Vacation Leave, Floating Holiday, earned Wellness Day, and earned Compensatory Time. Payouts will occur on the last pay period in which the employee has submitted time for hours worked. If a Vacation Leave payout is not requested the balance of an employee's Vacation Leave will remain until the employee returns from duty. Employees do not accrue Vacation Leave or Sick Leave while on a military leave of absence. Employees have an option to continue their coverage on the city's health and dental plans while on leave for up to 24 months, but are financially responsible for premium costs of such plans, up to 102% of the full premium amount. When the employee intends to return to work, he or she must make a request for reemployment to the Human Resources Department. If the employee does not intend to return to work, he or she should notify Human Resource as soon as practicable.

If an employee has been absent from a position of civilian employment by reason of service in the uniformed services, he or she will be eligible for reemployment by meeting the following criteria:

(1) The City had advance notice of the employee's service;
(2) The employee has five years or less of cumulative service in the uniformed services in his or her employment relationship with The City;
(3) The employee timely returns to work or applies for reemployment; and,
(4) The employee has not been separated from service with a disqualifying discharge or under other than honorable conditions.

Upon completing service in the uniformed services, the employee must notify The City of his or her intent to return to the employment position by either reporting to work or submitting a timely application for reemployment. Whether the employee is required to report to work or submit a timely application for reemployment depends upon the length of service, as follows:

Period of service less than 31 days or for a period of any length for the purpose of a fitness examination. If the period of service in the uniformed services was less than 31 days, or the employee was absent from a position of employment for a period of any length for the purpose of an examination to determine his or her fitness to perform service, the employee must report back to the employer not later than the beginning of the first full regularly-scheduled work period on the first full calendar day following the completion of the period of service, and the expiration of eight hours after a period allowing for safe transportation from the place of that service to the employee's residence. If it is impossible or unreasonable for the employee to report within such time period through no fault of his or her own, he or she must report to the employer as soon as possible after the expiration of the eight-hour period.

Period of service more than 30 days but less than 181 days. If the employee's period of service in the uniformed services was for more than 30 days but less than 181 days, he or she must submit an application for reemployment (written or verbal) with the employer not later than 14 days after completing service. If it is impossible or unreasonable for the employee to apply within 14 days through no fault of his or her own, he or she must submit the application not later than the next full calendar day after it becomes possible to do so.

Period of service more than 180 days. If the employee's period of service in the uniformed services was for more than 180 days, he or she must submit an application for reemployment (written or verbal) not later than 90 days after completing service.

Employees who are on a military leave of absence can utilize earned hours of Vacation Leave, earned Compensatory Time, Floating Holiday, and earned Wellness Day. Employees on a military leave of absence are required to report their time in the city's time reporting software. Such time shall be reported as being for a military leave of absence, in addition to any compensatory time the employee is using. For example, if an employee uses one day of Vacation Leave while on a military leave of absence, the employee shall report both the military leave of absence and Vacation Leave time in the city's time reporting software. If an employee does not report their leave correctly, the employee shall be counseled by their supervisor, and if they continue to not report their time or not report it correctly the employee will receive disciplinary action by the employee's supervisor and/or Department Director. Employees and supervisors should coordinate with the city's payroll department in submitting time correctly.

~~Military leave will be granted in accordance with the provisions of federal and state law. An employee who is ordered to report for active duty or to take part in active training duty, who are members of the National Guard or the Army, Navy, Air Force, Coast Guard, or Marine Corps Reserve of the United States, or of any organized reserve or armed forces of the United States shall be entitled to and shall be granted unpaid Military Leave of absence from such employment for a period not exceeding 60 months.~~

SECTION 611 ADMINISTRATIVE LEAVE

The Mayor may grant Administrative Leave when it is in the best interest of the City that such leave occurs. Administrative Leave of an employee from his/her position is leave without loss of pay, benefits, and/or accrual of same. The Department is responsible for providing notification to the City's Payroll Department in instances when an employee has been placed on an Administrative Leave and when/if they are taken off a period of Administrative Leave. During any period of Administrative Leave an employee is required to be accessible during their work days and hours and to be responsive when contacted by the City.

SECTION 612 EXECUTIVE LEAVE

FLSA exempt employees may be authorized leave (time off with pay) in the event of unusual demands requiring excessive hours of work beyond the normal work schedule. Requests for a full workday of Executive Leave must be in writing, and requires approval from the Department Director and Mayor. Normally, Executive Leave should not exceed one (1) day at a time and should not exceed three (3) days per year.

SECTION 613 COURT APPEARANCES

Employees who are subpoenaed to appear in court as witnesses in a matter arising out of their employment with the City shall be granted leave with pay when the employee is appearing during his/her work hours. If a non-exempt employee is appearing on his/her off duty time, he/she shall receive overtime pay or compensatory time. Compensation received by the employee for witness/subpoena fees or mileage when traveling in a City-owned vehicle must be remitted to the City. Compensation for mileage when traveling in a private vehicle or subsistence allowance shall be retained by the employee. Prior to being granted leave, overtime, or compensatory time, the employee must provide to his/her immediate supervisor a copy of the subpoena or court notice. Employees who are to appear in court as a result of a personal lawsuit shall use available accrued vacation leave or comp time for hours missed.

SECTION 614 JURY DUTY

Any employee required to report for jury duty during his/her work hours for the City shall be granted leave with pay. Said employee shall receive full pay from the City for the time served on the jury, provided the employee remits to the City all compensation received by the employee for such duties. The employee may keep any compensation for mileage (when employee uses his/her own vehicle) or subsistence allowance. Employees shall not be allowed to utilize a City-owned vehicle when serving jury duty.

SECTION 615 UNAUTHORIZED LEAVE OF ABSENCE

Unauthorized leave of absence shall be considered as days, or portions of days, not worked that are normal working days and will cause the deduction from an employee's pay of an amount equivalent to the time absent. Supervisors may discipline in accordance with Chapter 11 of this Personnel Policy, up to and including termination, for any periods of unauthorized leave. Unauthorized leave of absence for three (3) or more days, whether consecutive or not, shall be cause for automatic termination of employment. Unauthorized leave may not be filled using accrued leave.

SECTION 616 SICK LEAVE BANK

The City of Lewiston maintains a Sick Leave Bank to assist employees who have encountered a catastrophic illness or injury. This program provides eligible employees with sick leave donations (who have exhausted all

paid leave due to a non-work related catastrophic illness or injury incurred by the employee or an immediate family member). Employees are encouraged to manage their sick leave appropriately. In most cases, time off as a result of general surgery, pregnancy, or worker's compensation are not eligible for sick leave from the sick leave bank.

This policy provides the following:

- Defines eligibility for Sick Leave Bank benefits and the process for applying and receiving those benefits.
- Identifies the staff responsible for the administration of the Sick Leave Bank.
- Provides examples of eligible catastrophic illnesses and injuries as well as exclusions.

This policy applies to the City of Lewiston and its full time benefited employees within all departments and divisions. The Human Resources Director or designee is the person responsible for answering questions relating to the provisions of this policy.

City: City of Lewiston, Idaho and its employees, department, and divisions.

Eligible Employee: Any full time employee with at least twelve (12) continuous months with the City.

Immediate family: Includes the employee's spouse, parents, and children (natural, step, adopted, and foster children).

Catastrophic illness and/or injury: Acute or prolonged illness or injury that is considered life-threatening or with the threat of serious residual disability

ELIGIBILITY

The Sick Leave Bank provides up to a maximum of six (6) weeks of paid leave in a twelve (12) month period (max 240 hours except for Firefighters who have a max of 336 hours) only after the exhaustion of an employee's accrued leave. These benefits are paid at the employee's regular rate of pay and are subject to the same payroll tax liabilities as the employee's normal salary. Existing payroll deductions including benefit premiums will continue to occur.

- Short-term disability (STD) or any other circumstance that reduces the normal amount of City pay to an employee does not add to or extend the maximum six (6) week benefit. Sick Leave Bank will run concurrent with STD benefits and only be utilized for the difference between the benefit (60%) and normal wages (40%).
- Use of Sick Leave Bank runs concurrent with FMLA provisions, and may only be utilized during an approved FMLA period. Sick Leave Bank is not applied to periods of leave that extend beyond an employee's period of approved FMLA. The Mayor may approve use beyond FMLA only due to extraordinary circumstances and at his or her discretion.
- Sick Leave Bank may not be used during any period of leave for a worker's compensation injury or claim. Any Sick Leave Bank benefits approved but not used will remain the property of the Sick Leave Bank.

To receive leave from the Sick Leave Bank, an employee must:

- Have exhausted all accrued paid leave (i.e. sick, vacation, comp, wellness day, and floating holiday(s)).
- Have a catastrophic illness or injury to the employee or immediate family member that has been documented by a health care provider and provide that documentation to Human Resources along with a completed ***Sick Leave Bank Benefits Request Form.***
- Expect to be absent from the workplace for a minimum of thirty (30) continuous calendar days or sixty (60) days intermittently for the condition documented above.

While receiving Sick Leave Bank benefits employees do not accrue normal vacation or sick leave.

APPLYING FOR SICK LEAVE BANK

An eligible employee must request Sick Leave Bank benefits by completing the ***Sick Leave Bank Benefits Request Form*** and submitting it to Human Resources. All applications must be accompanied by a health care provider's statement which includes the beginning date of the condition, expected duration of leave, and a description of the illness or injury. All applications must indicate the number of sick leave days being requested. The application form will be reviewed by Human Resources and the Mayor for consideration.

ADMINISTRATION

The Human Resources Director shall administer the Sick Leave Bank policy. The Mayor shall hear all appeals and may waive policy guidelines under extraordinary circumstances.
Human Resources staff will:

- Accept Sick Leave Bank Request Forms and maintain records of all submissions
- Ensure all medical information is kept confidential
- Forward enrollment forms and approved benefits requests to Payroll
- Forward all appeals to the Mayor

Payroll staff will:

- Process Sick Leave Bank Enrollment Forms after each enrollment period
- Maintain Sick Leave Bank balance records

Department responsibility:

- During an employee's Sick Leave Bank usage, the compensation of such wages, benefits, taxes, and the employee's share of PERSI will continue to be paid from the department's budget, as if they were using accrued leave.

EXAMPLES AND EXCLUSIONS

Examples of catastrophic illness or injury:

- Serious, debilitating illness, impairment, or physical/mental condition that involves treatment in connection with an overnight stay in a hospital, hospice, or residential medical facility.
- High intensity/high frequency of treatment encounters necessary for a chronic of long-term condition that is so serious that, if not treated, would likely result in an extended period of incapacity or death.
- Terminal illness, such as cancer, etc.

Exclusions:

- Elective surgery does not qualify as a catastrophic illness or injury. If complications arise resulting in a serious health condition, the situation may qualify as a catastrophic illness or injury.
- Most leave associated with pregnancy does not qualify as a catastrophic illness or injury. If complications arise resulting in a serious health condition for the mother or child, the situation may qualify as a catastrophic illness or injury.
- Employees on Workers' Compensation are not eligible for Sick Leave Bank benefits.
- An employee must not have a written record of disciplinary action for leave abuse or misuse of leave within the past twelve (12) months.

BENEFITS TERMINATION

Sick Leave Bank hours terminate in the following situations:

- The employee separates from employment with the City.
- Upon the death of the employee or qualified individual.

- When a health care provider releases the employee or qualified individual to return to work.
- The maximum benefit has been exhausted.

APPEALS

If an employee who has requested the sick leave bank feels that they were denied the benefit but met eligibility or have an extraordinary circumstance can make an appeal to the Mayor.

- An appeal must be submitted to HR in writing and have sufficient explanation and information as to determine what is being disagreed or requested. This may include a letter, supporting medical documentation, or any evidence to explain or clarify the denial or request.
- Understanding that the appeals may impact payroll, benefits, and/or leave processing, appeals must be made timely. An appeal will only be considered when received within five (5) days of denial of Sick Leave Bank or onset of extraordinary circumstance.

Depending on the information provided it is at the Mayor's discretion if he or she requests a meeting with the employee. The Mayor will review the information provided and/or consider the information obtained in the meeting and issue a final written decision within 10 working days of receipt of an employee's appeal. In all cases, the Mayor may affirm, modify, or reverse the denial or approve the request.

If the employee's request for Sick Leave Bank, supporting medical documentation, and or usage of Sick Leave Bank is determined to be fraudulent the City will issue discipline to the employee in accordance with the Personnel Policy and/or Collective Bargaining Agreement, up and to discharge. Questions regarding this and any other policy can be directed to the Human Resource office.

CHAPTER 7 – BENEFITS

SECTION 701 BENEFITS

WORKERS' COMPENSATION INSURANCE

The City carries workers' compensation insurance coverage as required by law to protect employees injured on the job. This insurance provides coverage for certain medical, surgical, and hospital treatment in addition to payment for a portion of any lost earnings that result from work-related injuries. Compensation payments generally begin on the first day of an employee's hospitalization or on the fourth day following the injury if an employee is not hospitalized. The cost of this coverage is paid completely by The City.

Any leave of absence due to a workplace injury runs concurrently with all other City leaves of absence. Employees who need to miss work due to a workplace injury must also request a formal leave of absence. See the Leave Provisions and Worker's Compensation sections of this Policy for more information.

The City does not provide workers compensation benefits, or accept any liability, for any illness or injury that arises from an employee's voluntary participation in any off-duty recreational, social, or athletic activity or event that is not an expected or required as part of the employee's work-related duties. Employees who choose to participate in any such off duty activities may be required to sign a written agreement to confirm that they are voluntarily assuming the risk of injury or illness and releasing The City from any such liability.

PUBLIC EMPLOYEE RETIREMENT SYSTEM (PERSI)

The PERSI Base Plan is a defined benefit, taxed deferred plan, under IRS Code Section 401(a) plan. The plan allows for a lifetime allowance at retirement that is not dependent on the amount of money an employee contributes to PERSI. PERSI provides pension benefits to public employees. In order to receive a lifetime

benefit retirement an employee needs to contribute for at least 60 months to be vested. The 60 months need not be all at once or with one employer.

Regular employees working more than twenty (20) hours per week for more than one-half of the pay periods in any consecutive five (5) months will be covered in accordance with PERSI. Specific Seasonal positions that allow for work up to six (6) consecutive months are an exception to these eligibility criteria; they are not eligible to participate with PERSI.

PERSI CHOICE 401K

The Choice 401(k) Plan is an optional defined contribution (DC) retirement savings plan available to active PERSI members. Unlike the Base Plan, participation in the Choice 401(k) Plan is completely voluntary. It allows an employee to contribute a portion of their salary on a tax-deferred basis via payroll deductions. This means an employee's contributions come out of their paycheck before taxes, thereby reducing the amount of taxes you pay during the year.

SOCIAL SECURITY

Federal Insurance Contribution Act (FICA) tax is the money that is taken out of employee's paychecks to pay older Americans their Social Security retirement and Medicare benefits. It is a mandatory payroll deduction. FICA doesn't only prescribe tax obligations that support Social Security, but also Medicare. Both employees and employers share these costs to guarantee supplemental income and health coverage in old age. FICA taxes include the withholding of employee compensation, as well as the payment of an employer's portion.
Employee compensation withholding:

- 6.2 percent Social Security tax
- 1.45 percent Medicare tax
- 0.9 percent Medicare surtax on employees earning more than $200,000

Employer obligations:

- 6.2 percent Social Security tax
- 1.45 percent Medicare tax

The City and all employees contribute social security premiums in accordance with the federal social security premium schedule, unless exempt by Idaho Code or a Collective Labor Agreement (IAFF).

GROUP LIFE INSURANCE

The City provides a City-paid group life insurance policy for all Full-Time regular employees, Reserve Firefighters, and City Council members. The City provides a basic policy of $20,000 Life and $20,000 Accidental Death and Dismemberment. Full-Time regular employees, at time of new hire and Open Enrollment, are able to request additional life insurance coverage at the employee's expense. Premiums for additional coverage will be payroll deducted.

MEDICAL, DENTAL, AND VISION INSURANCE

Regular employees working thirty (30) hours or more each week and their eligible dependents are covered by the City's medical, dental, and vision insurance (City of Lewiston Employee Benefit Plan Trust) per the Affordable Care Act (ACA). The contribution payments for employees and their dependents shall be subject to review by the Plan's Trustees annually, and shall be paid according to payroll deduction practices.
Eligible dependents include:
Spouse: person to who an employee is legally married

Domestic Partner (Affidavit required) who meets the following criteria:

- 18 years of age or older;
- Share a close personal relationship and are each other's sole domestic partner;

- Responsible for each other's common welfare;
- Not legally married to anyone else;
- Not related by blood closer than would bar marriage in state of residence;
- Currently shares same and regular permanent residence and intend to do so indefinitely; and
- Jointly share financial responsibility for "basic living expenses" including cost of food, shelter, and other costs such as medical expenses.

Children: Employee's (or spouses/domestic partners) child who is under age 26 and who meets the following criteria:

- Employee's (or spouses/domestic partners) natural child, step child, adopted child or child legally placed with the employee or spouse for adoption;
- a child for whom the employee (or employees spouse/domestic partner) have court-appointed legal guardianship; or
- a child for whom the employee (or employee's spouse/domestic partner) are required to provide coverage by a legal qualified medical child support order (QMCSO).
- Employee's (or spouse's/domestic partner's) child who is age 26 or over and incapable of self-support because of intellectual disability or physical handicap that began before his or her 26th birthday. Employee must complete and submit the Claims Administrator's affidavit of dependent eligibility form, with written evidence of the child's incapacity, within 31 days of the later of the child's 26th birthday or employees effective date and either: he or she is a Beneficiary immediately before his or her 26th birthday; or his or her 26th birthday preceded the employees effective date and he or she has been continuously covered as a dependent on group coverage since that birthday.

Retiree Coverage

Eligible employees who retire from the City of Lewiston may be able to continue their medical, dental, and vision coverage through participation in the retiree health plan. Plan and participation eligibility subject to plan trustee determination. Employees should contact Human Resources with questions or to confirm eligibility.

PREMIUM PAYMENTS FOR EMPLOYEES ON LEAVE

The City will pay the employer's portion of premiums for continuation of City-sponsored group health plan benefits through the last day of the month in which an employee is in paid status, of any authorized leave without pay. Thereafter, the employee may only continue coverage under the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA) and must pay the full cost of doing so.

If an employee is on an approved FMLA leave, The City will permit the employee to continue coverage under City-sponsored group health plans by paying only the amount charged to similarly-situated active employees. If an employee does not return to work at the expiration of an FMLA leave, regardless of whether they continued coverage during the FMLA leave, they normally will be eligible to elect COBRA continuation coverage with respect to City-sponsored group health plans, with the COBRA qualifying event normally being the expiration of the leave.

Conversion/Post-employment Insurance Options

Pursuant to COBRA eligible employees and their dependents may be entitled to continue certain benefit coverage after employment with The City ceases or certain other qualifying events occur. COBRA information is provided separately. In addition, you also can contact the Human Resources Department to obtain COBRA information.

Insurance Coverage Information
Eligibility requirements and further information concerning insurance coverage are fully explained in the applicable plan documents, summary plan descriptions, and any applicable summaries of material modification, available from the Human Resources Department. In all cases, however, the applicable plan document controls over any summary or other communication for purposes of determining your rights and benefits.

DEFERRED COMPENSATION RETIREMENT PROGRAM

Deferred compensation plans are available to regular Full Time employees through PERSI Choice, International City Management Association (ICMA) Retirement Corporation, or Nationwide Retirement Corporation.

FLEXIBLE SPENDING ACCOUNT

A flexible spending account is available to regular full-time employees only. According to Internal Revenue Service (IRS) Code Section 125, this benefit plan establishes a cafeteria or flexible spending account where certain nontaxable expenses (e.g., qualified health expenses, dependent care expenses, and payroll deducted group premium expenses) may be deducted on a pretax basis each plan year. Employees are eligible to participate as a new hire and during Open Enrollment.

SUPPLEMENTAL BENEFITS

Supplemental optional benefits, such as cancer, accident, critical illness, and short or long-term disability insurance, are available to employees through various vendors for these and other types of insurance coverage. Human Resources maintains enrollment applications for supplemental benefits. Supplemental benefits are to be considered by employees during open enrollment, typically October of each year. New employees have up to thirty (30) days after hire date to enroll in supplemental benefits.

HRA VEBA

Health Reimbursement Arrangement Voluntary Employees Beneficiary Association (HRA VEBA) Trust is a non-profit, multiple employer voluntary employees' beneficiary association authorized under Internal Revenue Code 501(c)(9). HRA VEBA Trust offers a funded health reimbursement arrangement (HRA) plan available to certain governmental employers in the Northwest (Washington, Oregon, and Idaho).

EMPLOYEE ASSISTANCE PROGRAM

Purpose of Guideline
The City recognizes that personal problems may have a negative impact on an employee's attendance, job performance, or behavior at work. The City also recognizes that everyone may occasionally benefit from professional assistance with personal problems. Accordingly, The City provides an Employee Assistance Program (EAP) for employees. The EAP provides confidential and professional counseling and when appropriate, referral to other services to deal with personal problems, such as chemical dependency, marital or family conflict, and emotional problems. The EAP is offered to enhance personal well-being and as a means of improving individual attendance, performance, and productivity.

All counseling through this program is on a voluntary basis. Employees who suspect they may have an alcohol, drug, emotional, marital, family, or other personal problem, even in the early stages, should contact the EAP, seek a diagnosis, and follow through with the program as prescribed by qualified professionals. Although employees are encouraged to use the EAP, participation in the program does not relieve employees of their obligation to perform their work in a satisfactory manner and to comply with other City rules and guidelines including The City's Drug-Free Workplace guideline.

Eligibility
The EAP is offered to all employees and members of their immediate families. For purposes of this Guideline, the phrase "members of their immediate families" means the employee's spouse, registered domestic partner, dependent children and stepchildren, and adult children living at home.

Counseling and Referral Services
The EAP program provides for up to three (3) paid EAP sessions per problem per year, as clinically appropriate, for employees and members of their immediate families. These sessions include problem assessment, professional consultation, counseling, information, and/or referral. EAP counseling is typically a three-stage process that includes: (1) clarifying the problem; (2) identifying the possible solutions; and (3) developing an action plan. If the action plan calls for treatment by another resource, participating employees will be responsible for paying those fees. To determine whether The City's group health plan may cover some of those costs, employees should contact the Human Resources Department. EAP brochures that describe the program in more detail are available through supervisors or the Human Resources Department.

Use of the EAP
Employees should make every effort to schedule EAP appointments before or after working hours, or during meal periods. EAP appointments scheduled during working hours will be treated the same as medical appointments and may be charged against sick leave. In order to protect the confidentiality of the program, employees may refer to EAP appointments as "medical appointments" when filling out time cards or obtaining permission to be absent.

Self-Referral
Any employee or member of their immediate family who desires confidential assistance for a personal problem should call the EAP. Assistance is available seven days a week, 24 hours per day. The EAP will arrange for a counselor to see the individual for confidential consultation, or will provide limited counseling by telephone.

Supervisor Referral
Supervisors may refer employees to the EAP when they believe that an attendance, behavior, or work performance problem may be the result of a personal problem. Even in this situation, all counseling through the EAP is on a voluntary basis. The City may take such steps as it deems appropriate in response to the underlying attendance, behavior, or work performance problem.

Confidentiality
All EAP records and services are treated as confidential. The EAP will not share information concerning an individual's involvement in the program without the individual's written permission unless life, safety, or national security is seriously threatened, or disclosure is otherwise required by law.

If an employee is referred to the EAP by the employee's supervisor because of an attendance, behavior, or work performance problem, the EAP will confidentially inform the supervisor whether the employee attends the EAP session(s) and cooperates with the counseling plan. However, no further information will be shared by the EAP without the employee's written permission.

Questions Regarding EAP Program
Questions regarding EAP services should be directed to the Human Resources Department.

CHAPTER 8 – SEPARATION FROM CITY EMPLOYMENT

SECTION 801 RESIGNATION

In order to be considered as having resigned in good standing, an employee shall be required to submit a written notice of his/her resignation to his/her Department Director at least fourteen (14) calendar days prior to the effective date of their resignation. Both written and oral resignation are effective upon receipt by a supervisor. Oral resignations should be documented by the supervisor after consultation with the Human Resources Director. Evidence of the written or oral resignation should be provided to the employee and placed in the employee's personnel file. The Mayor may authorize the resignation in good standing when in their opinion there are sufficient reasons to waive the requirements of this section. If an employee separates not in good standing, the employee is unable to return to employment with the City.

The separation date will be the last day/shift the employee reports to his/her work site. When an employee is granted permission by the Department Director or Mayor to take accrued leave in excess of thirty (30) or more consecutive days prior to the employee's last day, in lieu of taking the payout upon termination, no vacation or sick leave will accrue during the granted period of leave.

Employees who have an unexcused or unauthorized absence of 3 or more working days in a row may be considered to have resigned through abandonment of his/her position. If an employee's words or actions indicate an intent to resign, including having an unexcused or unauthorized absence of 3 or more working days in a row, the City will consider the employee as having resigned and immediately notify him/her of such.

SECTION 802 REDUCTION IN FORCE

On occasion, the City may need to reduce staff. Some business reasons for this may be economic need, restructuring of operations, combining of departments or functions, and streamlining or elimination of departments, functions, or positions. If a reduction in staff is deemed necessary, the Department Director of the department to be affected will work with the Mayor and Human Resources Director to document the reason and process for the reduction in force.

In some cases, the City may be able to transfer an employee whose position is being eliminated into another area. Employees offered positions elsewhere in the City will not be eligible for any severance payments.

SECTION 803 DISCIPLINARY ACTION

An employee may be discharged at any time as a form of disciplinary action, as provided in Chapter 10 of this Policy.

SECTION 804 RETIREMENT

All regular employees who retire under the provisions of the PERSI retirement plan and provide the City with at least fourteen (14) days' notice of their intent to retire, shall be deemed to have been separated from the City service in good standing.

If an employee resigns or is terminated involuntarily, he or she will be paid on the next regularly schedule payday, or within 10 days of the separation, whichever is earlier. Employees are entitled to make a written request to be paid sooner and must be paid within 48 hours of that written request being received.

SECTION 806 EXIT INTERVIEW

Employees who leave The City for any reason may be asked to participate in an exit interview. This interview is intended to permit terminating employees the opportunity to communicate their views regarding their work with The City, including job duties, job training, job supervision, and job benefits. At the time of the interview, employees are expected to return all City-furnished property, such as uniforms, tools, equipment, I.D. cards, keys, credit cards, documents, and Manuals. Arrangements for clearing any outstanding debts with The City and for receiving final pay also will be made at this time.

CHAPTER 9 – GRIEVANCE PROCEDURE

SECTION 901 NON DISCIPLINARY MATTERS

Employees should have an opportunity to present their work related complaints and to appeal employment related non disciplinary management decisions other than discharge, through a grievance procedure. The City will attempt to promptly resolve all grievances that are appropriate for processing under this Policy. Use of the grievance procedures shall not reflect unfavorably on the employee, the supervisors, the Department Director, or the general management of the City. Retaliatory or discriminatory action against an employee for using the grievance procedure is prohibited and shall be a violation of City policy.

SECTION 902 GRIEVANCE PROCEDURE

The grievance procedure is not available to an employee recommended for discharge or selected for layoff. The grievance procedure is available to regular employees who express dissatisfaction concerning an interpretation or application of an adopted City policy by the Mayor, a supervisor, or other employee. All grievances must be in writing.

Examples of matters that are appropriate to grieve include:

1. A belief that adopted City or department policies, practices, rules, regulations, -procedures, or directive by a supervisor have been improperly applied in a manner detrimental to an individual, employee, or violate an employee's professional ethics.;
2. Treatment considered unfair by an employee, such as coercion, reprisal, harassment, or intimidation;
3. Alleged discrimination because of actual or perceived race, color, national origin, ancestry, religious creed, gender, martial or familial status, physical or mental disability, sexual orientation or gender, identity, expression or veteran's status; and
4. Improper or unfair administration of employee benefits or conditions of employment, such as vacations, promotions, holidays, or salary.

The grievance procedure has a maximum of three steps, but grievances may be resolved at any step in the process. Grievances should be fully processed until the employee is satisfied with the result, the employee fails to file a timely appeal, or the employee exhausts the right of appeal. A decision becomes final when an employee fails to file a timely appeal or when a decision is made in step three.

An employee who thinks he/she has an appropriate grievance should:

1. Promptly bring the grievance to the attention of the immediate supervisor. If the grievance involves the supervisor, then it is permissible to proceed directly to step two. The supervisor is to investigate the grievance, attempt to resolve it, and notify the employee of the supervisor's decision within seven (7) calendar days. The supervisor shall prepare a written and dated summary of the grievance and proposed resolution. A copy of the written summary shall be provided to the Department Director and Human Resources Director.

2. Appeal the supervisor's decision to the Department Director if dissatisfied with the supervisor's decision, or initiate the procedure with the Department Director if the first step has been bypassed. An appeal must be made in writing within seven (7) working days of receipt of the supervisor's decision. The Department Director will, within ten (10) calendar days from the date the complaint or appeal is received, confer with the employee, the supervisor, and any other persons considered appropriate; investigate the issues; and communicate a decision in writing to all parties involved.
3. Appeal the Department Director's decision to the Mayor, if dissatisfied with the Department Directors decision. Such appeal must be made in writing within seven (7) working Days of receipt of the Department Director's decision. The Mayor will review and investigate the grievance and issue a written, final, and binding decision within ten (10) working days of the Mayor's receipt of the written appeal.

Employees are encouraged to consult with the Human Resources Director and/or their supervisors regarding employee complaints or disputes. A final decision on grievances will not be precedent setting or binding on future grievances.

Information concerning an employee grievance is to be held in confidence to the greatest extent possible while allowing a thorough investigation of the circumstances involving the grievance. Supervisors and Department Directors who investigate a grievance are to discuss it only with those individuals who have a need to know or who are needed to supply necessary background information or advice. Time spent by employees in grievance discussions during their normal working hours will be considered hours worked for pay purposes.
Employees are not to be penalized for proper use of the grievance procedure. However, it is not considered proper use if an employee raises grievances in bad faith or solely for the purpose of delay or harassment. At its discretion, the City may refuse to proceed with a grievance that is made in bad faith or solely for the purpose of delay or harassment.

CHAPTER 10 – DISCIPLINARY ACTION

The following framework provides discipline options that may be taken when an employee violates employment policies or fails to adequately perform his/her duties and doesn't respond sufficiently to counseling and coaching. Progressive steps may be implemented in order to encourage improved performance or attitude but are not required. The City may take any of the following disciplinary actions, or any other action, in any order when a supervisor deems an action or performance of the employee to be serious enough to warrant a certain discipline. Supervisors are to notify Human Resources of disciplinary proceedings and provide copies of written records.

SECTION 1001 RECORD OF DISCUSSION

An infraction of City policy or continued performance deficiencies may be dealt with, by an employee's supervisor, through the use of a written record of discussion. Record of Discussions are issued when an employee's performance deficiencies warrant a disciplinary action more severe than supervisory counseling and coaching. Its purpose is to get the employees attention when normal managerial discussions, meetings, and suggestions have failed to have a beneficial effect. The written documentation shall be considered confidential. The written Record of Discussion shall be placed in the employee's permanent personnel file maintained by Human Resources.

SECTION 1002 OFFICIAL REPRIMAND

After a supervisor has written a record of discussion as described in section 1001 of this chapter and the employee's performance deficiencies continue to be poor, or if the performance deficiencies are serious enough to constitute moving to this section first the supervisor may provide for an Official Reprimand. The reprimand shall be written, discussed with the employee, and then placed in the employee's permanent personnel file maintained by Human Resources.

SECTION 1003 DISCIPLINARY PROBATION

The purpose of disciplinary probation is to provide a final opportunity for an employee to correct performance issues and/or unacceptable behavior prior to consideration of disciplinary demotion or discharge. In essence, disciplinary probation is a "last chance" for an employee after other disciplinary actions have been unsuccessful in effecting the necessary changes in an employee's behavior or performance. An employee may only be placed on disciplinary probation by the Mayor.

~~Disciplinary probation may include a written Performance Improvement Plan (PIP). A PIP, is a tool to give an employee with performance deficiencies the opportunity to succeed. It may be used to address failures, to meet specific job goals, or to ameliorate behavior-related concerns. PIP's should be written with effective goals and sufficient time to address deficiencies.~~

SECTION 1004 SUSPENSION

While on suspension, an employee suspended from the City service shall forfeit all rights, privileges, and salary, except that the employee shall not forfeit his/her health plan, pension plan, or life insurance. No employee shall be suspended without pay for more than sixty (60) calendar days.

SECTION 1005 DISCIPLINARY DEMOTION

Disciplinary demotion is the change in status of an employee resulting from a disciplinary action to a lower pay step in the same range or to a position in a different range with lesser duties and responsibilities and a lower rate of pay. A new salary date will be established.

A termination is the involuntary separation of an employee from City employment. An employee may be terminated for failure to meet standards of job performance, attendance, and behavior; misconduct; failure to follow employment-related policies and procedures; or for any other reason the Mayor deems sufficient. Except as otherwise provided by State or local law or City policy, an employee may only be terminated by the Mayor. The Mayor will consider the recommendation of the Department Director and Human Resources Director, and such other information as he/she deems appropriate.

CHAPTER 11 – DISCIPLINARY PROCEEDINGS

Retaliatory or discriminatory action against an employee for using this procedure or discrimination in the application of this policy shall be a violation of City policy.

SECTION 1101 CAUSES FOR DISCIPLINARY ACTION

While not all inclusive, the following list provides examples of impermissible conduct or performance that may lead to disciplinary action up to, and including, immediate discharge.

1. Obtaining employment based on false information or by making material omissions;
2. Theft or misuse of City resources or equipment or the unauthorized removal or possession of another person's property from City premises;
3. Bringing or possessing firearms, weapons, explosives, or similar items into the workplace on City property without authorization;
4. Being under the influence of unauthorized controlled substances or alcohol on the job; failing or refusing a drug test; using, being under the influence of, or possessing illegal drugs while performing City business, or on City time, or on City premises;
5. A plea of or finding of guilt, or conviction for official misconduct in office, or conviction of a crime that has a negative impact on an employee's ability to perform the job or which has a negative impact on the City as an employer;
6. Insubordination, including improper conduct toward a supervisor or refusal to do work as assigned without proper justification;
7. Intimidation, fighting, provoking a fight, bullying, verbal or physical violence toward another employee or member of the public;
8. Misusing, abusing, destroying or damaging City property or equipment, including electronic devices and/or communication;
9. Violations of safety standards that result in carelessness or negligence in performance of work, which compromises or jeopardizes the safety of the employee or others, including repeated injuries from failing to follow safety in the workplace practices;
10. Failure to report a job injury or accident; making false claims or inaccurate statements in the reporting of job injury or accident;
11. Habitual tardiness, absenteeism, job abandonment, unexcused or unauthorized absence or leave from work;
12. General dishonesty or the falsification or destruction of records;
13. Unauthorized disclosure of confidential City information;
14. Failure to obtain and maintain licensure requirements lawfully required as a condition of employment in the position;
15. Loss of a driver's license, when required by the job description;
16. Use of public office or position to obtain personal or financial gain, accepting gifts in exchange for influence or favors given as a City employee;
17. Unlawful job discrimination or harassment towards other employees;
18. Failure to satisfactorily complete any disciplinary probation period;
19. Unsatisfactory or poor performance;
20. Failure to comply with or disregard of City and/or Department employment-related rules, policies, and prohibitions.
21. Not mishandle, improperly care or account for, or use city monies. Including the collection, receipting, depositing or recording of fees.

SECTION 1102 DISCIPLINARY ACTIONS

Disciplinary action shall result in one or more of the following actions:

1. Withdrawal of the disciplinary action against the employee.
2. Record of discussion, as described in Section 1001 of this policy.
3. Official reprimand, as described in Section 1002 of this policy.
4. Disciplinary probation, as described in Section 1003 of this policy.
5. Suspension, as described in Section 1004 of this policy.
6. Disciplinary demotion, as described in Section 1005 of this policy.

7. Termination, as described in Section 1006 of this policy.

SECTION 1103 PERSONS WHO MAY TAKE DISCIPLINARY ACTION

The Mayor may place an employee on Administrative Leave at any time, pending the result of disciplinary action. A Department Director may delegate to supervisory employee(s) the authority to relieve an employee of his/her duties in an emergency situation pending further action by the Department Director. A Department Director may suspend an employee under his/her supervision for not more than three (3) working days at any one time without the approval of the Mayor. Written notice of suspension shall be given to an employee at the time the action is taken or as soon thereafter as practical. Disciplinary probation, demotion, and discharge are actions that can only be taken by the Mayor.

SECTION 1104 NOTICE OF DISCIPLINARY ACTION

Prior to disciplinary action being taken, the Department Director shall advise the employee in writing of the nature of the allegations and that disciplinary action is contemplated. The employee shall meet with the Department Director and may provide any information that he/she may consider appropriate. Disciplinary action is valid only if a written notice is served on the employee and filed with the Mayor and Human Resources as soon as reasonably possible. This notice shall be served on the employee either personally or by certified mail and shall include:

1. A written report, in common and concise language, of the acts or conduct upon which the disciplinary action is based. This report will also cite the policy and/or procedures(s) violated.
2. A report detailing the nature of the proposed disciplinary action, which may include conditions or future actions to be taken. This report will include the effective date of the disciplinary action.
3. A copy of Section 1106, Right of Appeal, of this Policy.

SECTION 1105 DEMOTION AND TERMINATION

A Department Director may recommend demotion or termination of an employee by submitting a written request to the Mayor, Human Resources Director, and City Attorney. The recommendation shall include the specific allegation and the basis of the recommendation, and a copy shall be provided to the employee. The Mayor shall advise the employee in writing of a pre-discharge or pre-demotion hearing. The employee shall be notified in writing of the basis of the recommendation for discharge or demotion and shall be advised when the employee will meet with the Mayor to discuss the proposed action. A pre-discharge or pre-demotion hearing will be held no sooner than three calendar (3) days after the written notification of the proposed action has been served on the employee. No hearing will be held for a disciplinary probation.

At a pre-discharge or pre-demotion hearing, the employee may present information in response to the charges, including witness testimony. The hearing shall be informal. Human Resources and the City Attorney may be present. This is an employment matter and the employee's attorney, if one is obtained, will not be permitted to attend.

The Mayor shall conduct the pre-discharge or pre-demotion hearing without swearing of witnesses, without allowing cross-examination, and without observing formal rules of evidence. The basis for the recommendation to discharge or demote shall not be made public unless made so by the employee. After reviewing the information provided by the Department Director and the employee, the Mayor shall make a decision within ten (10) working days. The employee shall be given written notice of the Mayor's decision and the basis for such decision. The decision of the Mayor is final and binding.

Commented [NEP4]: Will need to be removed if changed to "at will"

SECTION 1106 RIGHT OF APPEAL

All employees shall have the right of appeal to the Mayor from any disciplinary action taken by his/her Department Director under this chapter, other than a recommendation for disciplinary probation, demotion, or termination, which are to be addressed in accordance with Section 1105. Such appeal must be filed with the Mayor with a copy to the Department Director and Human Resources Director within ten (10) calendar days after receipt of written notice of disciplinary action. The appeal must state specifically the facts upon which it is based.

The Mayor shall render a final decision on the matter within ten (10) work days after receipt of the appeal, with or without a hearing in the discretion of the Mayor. Failure of an employee to file an appeal within the period specified constitutes a waiver of a right to appeal. At any time after an appeal has been filed, an employee shall have the right to withdraw his/her appeal by written notification to the Mayor.

SECTION 1107 NAME CLEARING HEARING

An employee who has been terminated from employment based upon public allegations of dishonesty, immorality, or criminal misconduct is entitled to a name-clearing hearing. An employee must request a name clearing hearing in accordance with the requirements set forth below. Failure to request a name-clearing hearing constitutes a waiver of this opportunity.

The procedure for a name-clearing hearing is as follows:

a. Within fourteen (14) calendar days of his/her termination the employee may submit a written request for a name-clearing hearing, stating with particularity the basis for the requested hearing. The written request must be submitted to the Mayor and Human Resources Director. Written requests that are untimely submitted or that fail to state a particular, legally recognized basis will not be granted. An employee will be promptly notified if a requested hearing is denied.
b. An employee who is legally entitled to a name–clearing hearing, will meet with the City Council in executive session.
c. An audio recording of the hearing, capable of being transcribed, will be made and maintained as part of the personnel record.
d. The employee's supervisor, Department Director, and/or the Mayor may provide a written statement at least twenty-four (24) hours prior to the hearing in response to the employee's allegations. The City Council may require the employee's supervisor, Department Director, Human Resources Director, and/or the Mayor to participate in the hearing.
e. The employee will be provided an opportunity to present evidence upon which the allegations are based.
f. The City Council may ask questions during this process.
g. The employee may question participants during this process.
h. The Idaho Rules of Evidence do not apply during the name-clearing hearing.

After the hearing, the City Council will consider the information submitted, and such other information as might be in the City's records, to arrive at a decision concerning the employee's allegations. The City Council's decision will set forth in writing the reasons for the City Council's determination. Issues involving job performance or employee attitude, without allegations of dishonesty, immorality, or criminal misconduct, are not the proper subject of a name clearing hearing and will not be heard.

CHAPTER 12 - PERSONNEL RECORDS, REPORTS, AND NOTICES

SECTION 1201 OBJECTIVES OF MAINTAINING ADEQUATE PERSONNEL REPORTS AND RECORDS

Objectives of maintaining adequate personnel records and reports shall be:

1. The documentation necessary to show that the legal, regulatory, and procedural requirements have been met in all personnel actions.
2. A basis for preparing annual evaluations and making decisions. involved in personnel actions and for planning operations.
3. A basis for reports on personnel activities.
4. Training and development.

SECTION 1202 PERSONNEL ACTION FORMS

Every appointment, transfer, promotion, demotion, change of salary, resignation, retirement, discharge, suspension, and any other temporary or permanent personnel action shall be reported to the Mayor and the Human Resources Department and a record including effective date of the same shall be kept by the Human Resources Department.

SECTION 1203 PERSONNEL FILES

The Human Resources Department is responsible for overseeing record keeping for all personnel information and shall maintain the official personnel files on employees, showing each employee's name, address, emergency information, position title, salary, assigned department, changes in salary, performance evaluations, record of personnel actions, employment status, benefit forms, and such other information as may be considered pertinent. The form and manner in which such information shall be maintained shall be determined by the Mayor. Employees have a responsibility to keep their personnel records up-to-date and are to notify the Human Resources Department, as appropriate, in writing of any changes including name, address, phone numbers, marital status (for benefits and tax withholding purposes only), beneficiary designations for any of the City's insurance, disability, pension, and deferred compensation plans, and person to be notified in case of an emergency.

Personnel records are stored digitally and are confidential. An employee's personnel record may be examined by the employee, immediate supervisor, Department Manager, Mayor, City Attorney's office, Human Resources, and any other person authorized by law to access the record. Upon separation of an employee, the Human Resources Department shall retain personnel records in accordance with State law and the City's Records Retention Policy and Schedule, as may be amended from time-to-time.

SECTION 1204 ACCESS TO DEPARTMENT RECORDS

Each department may keep and maintain such personnel records as may be deemed necessary for the purpose of carrying out the provisions of this Policy and the functions of the department. A supervisor's file on an employee shall contain information necessary to complete the annual performance evaluation. Once the evaluation is completed for that period, supplemental notes, records of discussion, or dated material used to prepare the evaluation, other than those that are considered permanent per the City's Records Retention Policy and Schedule, will be destroyed or archived with Human Resources in an appropriate and secure manner, in accordance with the City's Records Retention Policy and Schedule, as may be amended from time-to-time. The Mayor shall have access to all department reports, records and documents dealing with personnel matters, the examination of which will aid him/her in the discharge of his/her duties.

SECTION 1205 PUBLIC RECORDS REQUESTS & CONFIDENTIALITY

The disclosure of records and information prepared and maintained by the Human Resources Department shall be governed by the Idaho Public Records Act.

Neither the Human Resources Department nor anyone in the City service shall be allowed to make known the gender, race, marital status, birth date, home address, phone number, Social Security number, application forms, testing and scoring materials, grievances, correspondence, and performance evaluations, as contained in the personnel records of any employee, officer, or appointed official without the prior approval of that employee, officer, or appointed official, unless otherwise required by law or court order.

SECTION 1206 RECORD KEEPING

Personnel files and payroll records shall be retained pursuant to the laws of the State of Idaho and the City's Records Retention Policy and Schedule, as may be amended from time-to-time.

SECTION 1207 EMPLOYEE REFERENCES

Unless otherwise required by law or a court order or subpoena, or authorized in writing by an applicant or employee, the Human Resources Department will furnish only the following information regarding applicants or former or current employees in response to a request for references:

1. Job title
2. Pay grade and step
3. Hire date
4. Hourly salary
5. Status
6. Workplace

CHAPTER 13 - EMPLOYEE TRAINING AND EDUCATION

The City shall encourage the training, self-improvement, and personal development of all employees, which includes two general phases: on-the-job training and education programs.

SECTION 1301 ON-THE-JOB TRAINING

Responsibility for developing training programs for employees shall be assumed jointly by the Department Director, Mayor, and supervisor. Such training may include demonstrations, assignments of reading matter, lecture courses, or other strategies to improve the effectiveness and broaden the knowledge of employees.

SECTION 1302 IN-HOUSE EDUCATION PROGRAMS

Personal, professional development, workplace, diversity, and other training is vital to the success of each employee and to the City. Employees will be given advanced notice when courses are offered, such as Safety, Wellness, Risk Insurance, and Leadership and Managerial Instruction. In addition, training such as Harassment, Diversity, Workplace Violence, or other training may be required for all employees by the Mayor from time-to-time. A supervisor or Department Director can require an employee to attend in house training programs or other outside training opportunities.

SECTION 1303 SAFETY AWARENESS & EDUCATION

The City of Lewiston is committed to workplace safety and strives to provide a safe and healthy work environment for all employees. The Risk Manager will constantly evaluate working conditions and develop safety training and education for the prevention of occupational injury and property damage.

Department Directors, managers, supervisors, foremen, and work leaders are responsible and accountable for a safe working environment and safe work practices. In addition, it is the responsibility of all employees to consider safe practices in all aspects of planning, design, supply, construction, operation, and administrative work. Departments may have specific policies related to their function dealing with personal protective equipment, work practice controls, decontamination, occupational exposure and accident reporting or testing, and general safety measures, as applicable to each department. Employees must read, understand, and comply with such departmental policies.

SECTION 1304 TUITION REIMBURSEMENT PROGRAM

Advanced education programs are available throughout the region, and the City offers financial support, subject to available funds, to full-time regular employees for approved courses. Tuition reimbursement should not be construed as a commitment from the City to fund an employee's secondary education. Employees must keep in mind that, due to budgeting and department restraints, the City is under no obligation to approve employee requests for tuition reimbursement. Funds allocated shall be divided among those employees making the request in a fair and equitable manner. A course completion grade of "C" or better is required for reimbursement. Courses taken at any accredited college, university, high school, business or technical school, or courses given by a recognized correspondence school may be approved when they are:

1. Related to the employee's present position with the City of Lewiston, and,
2. Required to obtain any license or certification applicable to the employee's present position.

An employee may qualify for a maximum of one thousand ($1000) dollars of tuition reimbursement per fiscal year plus up to one hundred ($100) dollars in textbooks. In the event an employee receives assistance under federal or State government legislation or other student aid programs for education, only the difference between actual charges and the amount of other assistance will be eligible for reimbursement under this program.

APPLICATION PROCEDURE

1. A Tuition Reimbursement Request form with any supporting documentation (see # 2 below) must be approved and signed by the Department Director and the Mayor. A separate form is required each fiscal year and should only list courses to be taken during the fiscal year. Forward the completed form, with your Department Director's recommended approval, to Human Resources at least thirty (30) days before the start of classes. Human Resources will verify expected availability of funds and forward to the Mayor for final approval of the Tuition Reimbursement request. All requests are subject to available funds.
2. Courses will be taken on an employee's own time. If a course is to be taken during the day, the employee shall submit a memo with his/her application explaining how the employee will make up any time missed from work. The Department Director may recommend approval or denial of the request at the first level should any absence be expected to result in a negative impact on departmental operation.
3. Following course completion, the employee will submit to the Human Resources Department: (a) a copy of the employee's course grades, (b) a copy of the entire semester tuition charges listed with all courses taken, (c) a list of all fees charged for the courses and any tuition assistance provided - from the institution, and (d) all book receipts. Funds available for reimbursement will be apportioned by the Mayor in a fair and equitable manner until those funds are exhausted for the year.

The Tuition Reimbursement Request form is provided on the City's website or may be obtained from the Human Resources Department.

CHAPTER 14 – HIPAA, ILLNESS, & LIFE-THREATENING, CONTAGIOUS, AND/OR DEBILITATING ILLNESS

SECTION 1401 HEALTH INSURANCE PORTABILITY AND ACCOUNTABILITY ACT

The City of Lewiston is committed to ensuring the privacy of all individuals regarding their protected health information (PHI) and follows established procedures as required by federal, state, and local laws and regulations, in the collection, use, disclosure, and maintenance of PHI including but not limited to:

- City-provided emergency medical services (EMS)
- Employee assistance programs (EAPs)
- Employee health and disability insurance programs
- Employee records involving medically-related leave (Sick Leave, FMLA, and worker's compensation)
- Any other employee records that may contain PHI

This policy is promulgated to comply with the federal mandate to protect the privacy of individually identifiable health information and medical records known as the Health Insurance Portability and Accountability Act of 1996 (HIPAA). The City of Lewiston reserves the right in its sole discretion to change or modify this policy at any time in the future.

SCOPE

This policy applies to the City of Lewiston and its employees, elected officials, appointed officials, independent or private contractors, student and legal interns, and volunteers.

DEFINITIONS

Authorization: Written permission from an individual for use and disclosure of their PHI for a specific purpose and timeframe. To be valid, an authorization must be signed and dated by the individual.
Breach: Breach means the acquisition, access, use, or disclosure of PHI in a manner not permitted under this policy and law which compromises the security or privacy of the PHI.
City: City of Lewiston, Idaho
CFR: Code of Federal Regulations
Consent: Statutory permission for the City to use and disclose PHI for payment operations. Consent does not generally allow the City to obtain PHI from other parties without authorization from an individual to whom the records pertain.
Covered Entity: Any health plan, healthcare clearinghouse, or healthcare provider, that transmits to the City, or receives from the City, PHI in various forms.
Disclose, Disclosure: To release, transfer, send, or provide access to PHI.
Employees: Any individual performing work on behalf of the City, whether paid or not including, but not limited to, elected officials, appointed officials, independent or private contractors, student and legal interns, and volunteers.
EMS: Emergency Medical Services provided by the City.
HIPAA: Health Insurance Portability and Accountability Act of 1996
Individuals: A person who is the subject of PHI including employees and users of EMS provided by the City.

Internal Use: Collecting, using, disclosing, and maintaining PHI within and between City departments and employees.
Law Enforcement Official: A person who is empowered by law to investigate and/or prosecute violations of the law.
Legal Representative: A person who is legally authorized to act on behalf of an individual for healthcare decisions. A legal representative includes parents or legal guardians of a minor child, a person holding power of attorney, a legally appointed guardian or conservator, or a person appointed by a court of competent jurisdiction, as long as the power granted to the legal representative includes managing the individual's healthcare.
Minimum Necessary: The least amount of disclosure of PHI necessary to achieve the intended purpose of the disclosure.
Notice of Privacy Practices (NPP): The NPP provides information regarding the City's practices in the collection, use, disclosure, and maintenance of PHI and related rights.
OSHA: Occupational Safety and Health Administration of the federal government.
Payment: Funds paid to the City/ for EMS performed by the City or a bill for EMS performed by the City.
Protected Health Information (PHI): Health-related information, in any form, which identifies the individual or provides a reasonable basis by which to identify an individual.
Privacy Officer: Human Resources Department.
Public Health Authority: A government agency that is responsible for public health matters as part of its official duties.
Redacted Information: PHI where the following identifiers have been removed: name, street address, birth date, date service provided, death date, telephone and/or facsimile numbers, electronic mail address, Social Security number, health plan or insurance plan number, vehicle identification number (VIN), vehicle license plate number, photographs, finger or voice prints, or any other unique identifying number, characteristic, or code.
Required by Law: A legal mandate or requirement which is enforceable by a court.
Workforce: Employees, volunteers, trainees, and others who perform work on behalf of the City, whether paid or not and who have access to PHI collected, used, disclosed, and maintained by the City.

RESPONSIBILITIES

Executive/Management: The City Attorney and the Mayor. Duties generally include:

- Establishment of program objectives
- Approval of this privacy policy
- Enforcement of sanctions related to this policy
- Designation of the Privacy Officials

Privacy Officials: The Human Resource Department employees are designated as the Privacy Officials. Duties generally include:

- Answer questions related to this policy
- Development of privacy policies and procedures
- Coordination and implementation of policy throughout City departments
- Oversight of training in HIPAA compliance
- Receiving and processing privacy complaints
- Receiving and processing individual rights requests
- Ensuring retention of HIPAA policies and procedures, complaints, and investigative materials to meet compliance requirements

Employee: Understand and comply with the City's policies regarding the appropriate handling of PHI.

DESIGNATED RECORD SET

Human Resources, Ambulance Billing Division, Executive, Finance, and City Attorney have PHI information within the City of Lewiston and its offices both physical and electronic.

NOTICE OF PRIVACY PRACTICES (NPP)

At the time of hire, employees who in the course of their work may encounter employee or patient PHI, the City shall provide a written Notice of Privacy Practices (NPP) and receive acknowledgment of receipt. At the first billing, the City shall provide a written NPP and receive acknowledgment of receipt from all users of EMS. The NPP provides information regarding the City's practices in the collection, use, disclosure, and maintenance of PHI and their related rights. The City will collect, use, disclose, and maintain PHI only in the performance of authorized human resource functions and billing and payment operations by the Ambulance Billing Division and will do so in the conformance with the contents of this notice and this policy. The City will also provide such notice to any person upon request. The Ambulance Billing Division will make two (2) attempts to receive acknowledgement of receipt of the NPP from each user of EMS and document such in the individual's medical record.

MINIMUM NECESSARY POLICY

City employees will access, collect, use, disclose, and maintain only the minimum necessary PHI needed to perform any authorized human resource function and to perform billing and payment operations. City employees shall not attempt to access, collect, use, disclose, and maintain more than the minimum necessary PHI needed to perform any authorized human resource function or to perform the billing and payment operations of the City. Any City employee who has questions regarding this section should consult with their supervisor and/or a HIPAA Privacy Officer.

USE AND/OR DISCLOSURE OF PHI

City employees shall not disclose PHI to any other person not employed by the City, or to any outside entity, including for research, marketing sales, or fundraising purpose unless the City is in possession of valid written authorization from the individual in question or the individual's legal representative. All authorizations shall be in writing and shall contain an expiration date and an event for which the authorization is valid. An individual may withdraw authorization at any time by giving the City a written notice of withdrawal or revocation. The City will retain any signed authorization or revocation for six (6) years from the date it was last in effect. Use and disclosure restrictions in this policy also apply to deceased persons for a period of fifty (50) years.

Identity verification: City employees will make a good faith attempt to verify the identity and authority of any person requesting PHI prior to disclosing the information.

Minors' rights: The City will not disclose the PHI of a minor to a parent or custodial or legal guardian without authorization if the EMS provided by the City resulted from a treatment or procedure that did not require parental or guardian within the state they were treated. The City will not disclose the PHI of a minor to a parent or custodial or legal guardian without authorization if the City has a reasonable belief the disclosure of the PHI would endanger the minor.

Non-authorized individuals: The City will generally not disclose PHI to a spouse, friend, family member, adult child, or other persons identified by a patient without signed authorization as provided above. However, the City may disclose PHI that is directly relevant to the involvement of such persons in the patient's care or payment or billing operations for health care. If the patient is present, or is otherwise available prior to the disclosure, and has the capacity to make health care decisions, the City may discuss this information with the family and these other persons if the patient agrees or, when given the opportunity, does not object. The City may also share relevant information with these persons if it can reasonably infer, based on professional

judgment and experience, the patient does not object. An individual may specifically restrict any disclosure of PHI.

EXCEPTIONS TO AUTHORIZATION

HIPAA provides for numerous exceptions to authorization. They include the following:
Internal Use: City employees whose job responsibilities include human resource functions, EMS billing and payment operations, or other treatment, payment and healthcare operations will have access to, and may use and disclose to other City employees the minimum necessary PHI needed to effectively conduct their job functions such as human resource functions, EMS billing and payment operations, or other treatment, payment and healthcare operations, except psychotherapy notes.

Authorization from another agency: The City may disclose PHI upon receipt of an authorization from another entity, unless the authorization is incomplete, contains false information, has been revoked, or is expired. The City will rely on the outside entity that obtained the authorization to have requested the minimum necessary PHI needed. 10.3: Redacted information: The City may disclose redacted PHI where the following identifiers have been removed: name, street address, birth date, date service provided, death date, telephone and/or facsimile numbers, electronic mail address, Social Security number, health plan or insurance plan number, vehicle identification number, vehicle license plate number, photographs, finger or voice prints, or any other unique identifying number, characteristic, or code.

Public health activities: The City may disclose PHI to a public health authority that is authorized to collect, use, disclose, and maintain such information for activities preventing or controlling disease, the reporting of disease, maintaining vital statistics, conducting public health surveillance or interventions, or reporting adverse health events with respect to food or other products.

Domestic abuse, neglect, violence: As required by mandatory reporting laws, the City will disclose the PHI of an individual to the government law enforcement agencies authorized by law to receive such information if the City, or its representative, reasonably believe the individual to be a victim of domestic abuse, neglect, or violence. lf the individual is a legal adult; the City will advise the individual the report was made.

Coroners and medical examiners: The City may disclose PHI to a coroner, medical examiner, or funeral director for identifying deceased persons, determining cause of death, or other legally authorized duties.

Fiducial and administrative proceedings: The City may disclose PHI by order of a court or administrative agency of competent jurisdiction. Disclosures in response to court orders will be made in accordance with the policies and procedures of the specific state's laws. The City may also disclose PHI as required by the law of any state.

Inmates of correctional institutions: The City may disclose the PHI of an inmate to a correctional institution or jail having lawful custody of that inmate.

Military personnel: The city may disclose the PHI of any military personnel for activities deemed necessary for military purposes by the appropriate military authority.

Other covered entities: The City may disclose PHI to providers, health plans, and/or healthcare clearinghouses for treatment, billing and payment operations except for psychotherapy notes.

Minors: The City may disclose the PHI of a minor child to the parent or the custodial or legal guardian. lf insurance coverage is obtained through a non-custodial parent, the City may disclose to the custodial and non-custodial parent the minimum necessary PHI required to ensure payment for EMS.

INDIVIDUAL RIGHTS

HIPAA provides for numerous individual rights. They include the following:

Right to access/copy: Individuals may request a copy of any of their PHI records created and/or maintained by the City. The request must be in writing and must be signed by the individual. The City may charge a reasonable fee to recover the cost of copying the records.

Right to amend: Individuals have the right to seek amendment or clarification of their PHI created and/or maintained by the City. The City in its sole discretion may amend an individual's PHI if it is demonstrated that those records are inaccurate. In the event the City declines to amend the individual's PHl, the individual has the right to append a written statement to the City's record of the individual's PHl. The request to append a written statement must be in writing and signed by the individual.

Right to restrict use or disclosure: Individuals have the right to request the City restrict the use and/or disclosure of their PHl. However, the City may deny this request if the information is required to perform any authorized human resource function or EMS billing and payment operations. The request must be in writing and must be signed.

Right to confidential communications: Individuals have the right to request that the City use alternative means or alternative locations when communicating PHI or billing information to the individual. However, the City may deny this request if it interferes with the City's ability to perform any authorized human resource function or EMS billing or payment operations. The request for the use of alternative means or locations must be in writing and signed by the individual.

Right to an accounting of disclosures: Individuals have the right to an accounting of all disclosures the City has made regarding their PHI within the six (6) years prior to the request. The City is not required to account for disclosures made by the City pursuant to a request before the effective date of this policy or to track disclosures made to carry out authorized treatment, payment or healthcare operations. The City may temporarily suspend an individual's right to receive and accounting of disclosures made if the City receives a notice in writing from any duly constituted law enforcement agency stating disclosure would impede law enforcement activities.

Right to file a complaint: Individuals and employees have the right to make a written complaint directly to a Privacy Officer concerning the City's policies and procedures with respect to the collection, use, disclosure, and maintenance of their PHI and/or concerns they have regarding the City's compliance with the policies and procedures in this regard. All complaints shall be in writing, signed by the complainant, and delivered to a Privacy Officer. The Privacy Officers will investigate the complaint and advise the complainant of the results of the investigation. However, any disciplinary actions taken against City employees as a result of the investigation shall be confidential and will not be disclosed to the complainant. The City's Privacy Offices shall be the Human Resources Department or designee at P.O. Box 617, Lewiston, Idaho 8350l, (208)746-3671. Individuals and employees also have the right to make a complaint directly to the Secretary of the U.S. Department of Health and Human Services.

For details on filing a complaint go to: www.hhs.gov/ocr/privacy/hipaa/complaints/index.html

Note: Requests may take up to thirty (30) days to process and the results of any request or investigation will be made in writing.

SAFEGUARDS FOR THE PROTECTION OF PHI

The City has established certain safeguards to protect the collection, use, disclosure, and maintenance of PHI within the City's offices. They include the following:

Administrative safeguards: Access to PHI maintained and stored by the City is limited to certain employees and those employees have been trained in the use and disclosure of PHI specific to their job function

including the use of phone, facsimile, email, and other electronic or computer disclosure of PHI and verifying the identity of individuals requesting PHI.

Physical safeguards: All City office areas where PHI is maintained have restricted public access by means of locked doors, counters, and other physical barriers, and are monitored by employees during normal business hours. All City-owned buildings containing offices where PHI is maintained are locked during non-business hours. City Hall also has security cameras in specific places to record access to its facility. File cabinets where PHI is maintained are kept locked at all times.

Technical safeguards: Computer access to systems where PHI is maintained is limited to certain employees and is restricted by password protection. Outgoing facsimile transmissions containing PHI are prefaced by a cover sheet that contains a HIPAA warning. Incoming facsimile transmissions to the Ambulance Billing Division are received at a location continually monitored by Ambulance Billing Division personnel during normal business hours. Restricted access to this area is accomplished by employee monitoring and signage.

NOTIFICATION OF BREACH OF PHI

Except for exclusions listed below, in the event of a breach of PHI, as defined by this policy, the City will notify individuals of the breach in accordance with CFR 45 164.404 through 164.412. To the extent Practicable, the City will mitigate any harmful effect that is known to it of a use or disclosure of PHI in violation of its policies and procedures or the requirements of HIPAA by the City or its business associates. Exclusions: The following are excluded from the notification of a breach of PHI: l) Any unintentional acquisition, access, or use of PHI by a workforce member or person acting under the authority of the City, if such acquisition, access, or use was made in good faith and within the scope of authority and does not result in further use or disclosure in a manner not permitted by this policy; 2) Any inadvertent disclosure by a person who is authorized to access PHI at the City to another person authorized to access PHI at the City, or organized health care arrangement in which the City participates, and the information received as a result of such disclosure is not further used or disclosed in a manner not permitted under this policy;3) A disclosure of PHI where the City has a good faith belief that an unauthorized person to whom the disclosure was made would not reasonably have been able to retain such information.

DOCUMENT RETENTION AND DISPOSAL OF PHI

The City has established certain policies to guide the retention and disposal of documents containing PHI. They include the following:

Retention: Documentation required by HIPAA and this policy will be maintained by the City, in a secure fashion, for six (6) years after the date of the document's creation or the last date action was taken on the document, whichever is later. However, PHI related to employee exposure to communicable diseases will be maintained by the City, in a secure fashion, for thirty (30) years per the requirements of l9 CFR 1910.1020.

Disposal: All PHI will be destroyed in a manner that protects its confidentiality and in accordance with Idaho state law and the City's document destruction policies and procedures unless otherwise in conflict with HIPAA requirements.

WORKFORCE TRAINING

The City shall provide training to employees who are likely to have access to PHI in the course of their duties such as authorized human resource functions and in billing and payment operations for EMS. The training will be as necessary and appropriate for the employees to perform their job responsibilities pursuant to this policy. The training may be in-house or contracted out to a private entity specializing in such training.

BUSINESS ASSOCIATE AGREEMENTS

The HIPAA Rules generally require that covered entities and business associates enter into contracts with their business associates to ensure that the business associates will appropriately safeguard PHI. The City makes every attempt to obtain such agreements and contracts with its business associates.

SANCTIONS

Employees having been investigated and found to have violated this policy will be disciplined in accordance with the City of Lewiston Personnel Policy and/or any applicable collective bargaining agreement to which they are subject.

PROHIBITION OF RETALIATORY ACTS/WAIVER OF RIGHTS

Neither the City nor its employees will intimidate, threaten, coerce, discriminate against or take other retaliatory action against any individual for the exercise by the individual of any right established, or for participation in any process provided for, by this policy, including the filing of a complaint under this section; nor for testifying, assisting or participating in an investigation, compliance review, proceeding or hearing; nor for opposing any act or practice made unlawful HIPAA, provided the individual or person has a good faith belief that the practice opposed is unlawful, and the manner of opposition is reasonable and does not involve a disclosure of PHI in violation of this policy.

The City will not require individuals to waive their rights to complain to either the HIPAA Privacy Officer or to the Secretary of the U.S. Department of Health and Human Services as a condition of the provision of treatment, payment, enrollment in a health plan, or eligibility for benefits.

SECTION 1402 LIFE THREATENING, CONTAGIOUS, AND/OR DEBILITATING ILLNESSES

The City recognizes that employees with life-threatening, contagious, and/or debilitating illnesses, such as cancer, heart disease, hepatitis, acquired immune deficiency syndrome (AIDS), and other medical conditions, may wish to continue working. The City respects and supports this wish, provided the employee can maintain required performance and attendance standards and the condition does not pose a health or safety threat to the employee, his/her fellow employees, or the general public.

The City recognizes that an employee's health condition generally is a private and personal matter and, consequently, will protect the confidentiality of the situation and any information or documentation relating to it. The City will instruct its employees to do the same to the extent consistent with the City's obligation to the employee, the general public, and the City itself. The City recognizes and retains the right to request medical examinations and/or consultations at the employee's expense, regarding an employee's medical condition.

When management becomes aware of potentially life-threatening, contagious, and/or debilitating conditions, the Human Resources Department should be consulted as soon as possible. The evaluation of the potential challenges that accompany these conditions will be handled on a case-by-case basis and will consider existing medical and scientific evidence. The Human Resources Department will consult with legal counsel regarding the applicable employee and safety-related laws and regulations.

When dealing with situations involving life-threatening, contagious, and/or debilitating illnesses, managers should:

1. Contact the Human Resources Department if there is a concern that the nature of an employee's illness may endanger the employee, fellow employees, or the general public;

2. Contact Human Resources to determine if a statement should be obtained from the employee's attending physician that continued presence at work will pose no danger to the employee, fellow employees, or the general public;
3. Make reasonable accommodations for employees with these illnesses consistent with business needs and the Americans with Disabilities Act, as amended from time-to-time (ADA);
4. Consider transfer of an employee with a life-threatening, contagious, and/or debilitating illness who requests such a transfer. Unless there is objective evidence of an illness and/or disability posing a threat to fellow employees, the City will not transfer other employees out of the work area except by normal practice and procedure;
5. Be sensitive and responsive to fellow employees' concerns and utilize the employee education available through Human Resources;
6. Arrange for any leave time the employee may need, including FMLA

CHAPTER 15 - MISCELLANEOUS

SECTION 1501 RECYCLING AT CITY FACILITIES

It is the policy of the City of Lewiston to promote recycling at City facilities, including City Hall, Bell Building, Police Department, Fire Stations, Community Center, and the Library. Employees will place recyclable materials in appropriate containers provided by the respective departments or the Sanitation Division.

SECTION 1502 INCLEMENT WEATHER

The City of Lewiston recognizes that inclement weather and other emergencies can affect its ability to be open and/or for services to continue. The purpose of this policy is to establish specific guidelines and procedures in the event of inclement weather or other emergency situations.

DEFINITIONS

City: City of Lewiston, Idaho and its employees, departments, and divisions.

Essential employees: Personnel within departments that are needed in order for continued necessary services and public protection. Directors and Chiefs will determine essential personnel for their departments.

Inclement Weather: Severe weather. Examples are significant snowfall that limits the public and employees to safely travel on city roadways or inhibits city staff to clear the roadways, extreme storms involving high winds, lightning, or rain, downed power lines or trees creating an unsafe travel and/or work environment.

Emergency: Events either weather, chemical, or environmental that are serious, possibly unexpected, and dangerous. Examples include power failures, fires, chemical spills, natural disasters, etc.

POLICY

It is the policy of the City to remain open during most periods of inclement weather or emergency events. On occasion, inclement weather or other unforeseen occurrences will prevent normal City operations and necessitate the closing of a City facility or service during a workday. Essential personnel will be maintained in all weather or emergency conditions. However, where extraordinary circumstances warrant, due to weather or other unforeseen business interruption, the City reserves the right to close specific operations and facilities.

In the event of inclement weather or emergency the Mayor, or his or her designee, will determine if and what City operations and/or services will be closed. In the event of a closure, prior to the work day or as soon as practical, the department manager or their designee will contact each employee to provide official notice of department closure. Essential personnel will be determined at that time by department heads in conjunction with the Mayor.

- If the facility is closed in advance of the scheduled shift, affected employees can elect to use vacation, comp time, floating holiday, or wellness day for the missed day or can choose to not be paid for the day of closure. Sick Leave will not be allowed to be utilized due to facility closure.
- If the facility is initially open, weather conditions worsen as the day progresses, and then closes early during the work day, the Mayor, or his or her designee, will notify non-essential personnel of any closures. Any affected employees scheduled to work that day will receive regular pay for the remainder of their shift. Employees already scheduled for paid time off (i.e. on vacation, sick leave, compensatory time, etc., including FMLA) will not be paid regular pay.
- If the facility remains open on an adverse weather day or other unforeseeable event, employees who report to work will receive their normal pay for the day. If an employee elects not to work or is unable to come to work (schools or daycare close, road/highway conditions are poor, employee lives outside city limits, etc.) on a facility open day, pay will come from any vacation, comp time, floating holiday, or wellness day for the missed work time. If an employee elects not to work on a given day, normal absence notification rules apply. This decision needs to be determined with the employee's supervisor's knowledge and approval. If the employee does not have vacation, comp time, wellness day, or floating holiday available to cover this time off, it will be recorded as leave without pay on the timesheet or approval may be given by the department manager to let the employee make the time up during the workweek.
- Time absent from work due to inclement weather or emergency event is not counted as hours worked when computing weekly overtime, unless otherwise stated in an employee's Collective Bargaining Agreement.

Regardless of whether the facility remains open or closed on an inclement weather day, it is each employee's decision to determine if they can safely arrive at work under the conditions. Questions about this policy should be addressed to the department manager or to the Human Resources Department.

SECTION 1503 ELECTRONIC SURVEILLANCE

The City reserves the right to install security cameras in work areas for specific business reasons, such as security, theft protection or protection of proprietary information. The City may find it necessary to monitor work areas with security cameras when there is a specific job or business-related reason to do so. The City will do so only after first ensuring that such action is in compliance with state and federal laws. Employees should not expect privacy in work-related areas. Employee privacy in nonwork areas will be respected to the extent possible. The City's reasonable suspicion of an onsite drug use, physical abuse, theft or similar circumstances would be possible exceptions. Employees should contact their supervisor or the Human Resources Department if they have questions about this policy.

SECTION 1504 EXTERNAL COMMUNICATIONS

Occasionally employees may be contacted by outside sources requesting information about City matters, including information regarding current or former employees, City projects, or other workplace issues. In order to avoid providing inaccurate or incomplete information to outside sources, and the possible negative exposure that may result from providing information about The City to outside sources, any employee asked

to comment for or on behalf of The City by any outside source should follow policy as detailed below. Employees violating this policy may be subject to discipline, up to and including termination of employment.

This policy is in no way intended to prohibit an employee from documenting and speaking with outside third parties regarding perceived or alleged unacceptable or illegal working conditions. The policy is also in no way intended to deter any employee from speaking with any individual regarding labor organizing.

MEDIA CONTACTS

The City will respond to media inquiries in a timely and professional manner through a designated spokesperson. If an employee is contacted by the media (e.g., television, radio, or newspaper reporters) to provide a comment on behalf of The City, the employee should only do so when it pertains to their position with the City and they are competent on the subject matter, or as directed by their supervisor. Comments on emergencies and/or crisis incidents should be provided by the appropriate Department Director in conjunction with the PIO, who may then act as the point of contact for all media inquiries. It is recommended that the PIO be consulted prior to making comments to the media, as they can provide assistance in communicating city messaging.

PRESS RELEASES

In an effort to maintain fair access for all media outlets, information provided to the media will be in the form of a press release. Press releases are generally provided from the PIO, however, assigned department personnel may send press releases when appropriate, as needed, and only when the PIO is unavailable. The PIO will maintain a master list of all media contacts for press release distribution.

OUTSIDE ATTORNEYS AND INVESTIGATORS

If an employee is contacted by an outside attorney or investigator regarding City business, including information regarding current or former employees, City projects, or other workplace issues, the employee must inform the outside attorney or investigator that they first need to contact the City Attorney's Office for guidance before speaking with the outside attorney or investigator. The employee must then contact the City Attorney's Office and follow the direction from the City Attorney's Office. Nothing in this policy restricts an employee from discussing their wages or other terms and conditions of employment with coworkers or others, to the extent protected by law.

EMPLOYMENT REFERENCES AND VERIFICATIONS

Employees contacted by outside sources requesting an employment reference or employment verification for a current or former employee should not provide any information to the requesting individual or organization. Instead, employees should refer the requesting individual or organization to the Human Resources Department. No employee, other than Human Resources, is authorized to provide employment references or employment verifications for any current or former employee. The City's authorized representative(s) may verify dates of employment and last position held, but will not disclose any other information unless the current or former employee provides written authorization to The City to provide additional detail or unless otherwise required by law.

UNAUTHORIZED AUDIO/VIDEO RECORDING

The State of Idaho is a "one-party" consent state and therefore, generally permits individuals to record conversations so long as one party consents to the recording. However, the City of Lewiston has established that recording or monitoring employee conversations and/or actions has a chilling effect in the workplace and causes discord and distrust among employees.

The purpose of this policy is to encourage and promote candid and honest communications. Unauthorized audio and/or video recording or monitoring of employees is disruptive to employee morale and inconsistent with the respectful treatment the City of Lewiston expects of all employees. For this reason, no employee

may record or monitor the conversations and/or actions of another employee without his or her full knowledge and consent.

No employee may record and/or monitor, by any means, the conversations and/or actions of another employee unless all of the following criteria are met:

1. There is a stated legitimate reason for the recording and/or monitoring,
2. The recording and/or monitoring device is in plain view of all parties, and
3. The employee is informed that their conversations and/or actions are being recorded and/or monitored and that the employee may request a copy of any recordings of said conversations and/or actions.

Violation of this policy may result in disciplinary action, up to and including termination. This policy does not apply to criminal investigations being conducted by the Lewiston Police Department. This policy applies to all City of Lewiston officers, employees, interns, and volunteers. Questions relating to this policy may be directed to the City Attorney or Human Resources.

SECTION 1505 BUSINESS EXPENSE REIMBURSEMENT

The City will reimburse employees for reasonable expenses incurred for business purposes including, but not limited to, meals, lodging, and transportation. Mileage driven in a personal automobile for business purposes will be reimbursed at the current IRS-approved rate per mile. All business travel and business purchases must be approved in advance by the employee's Supervisor. Additional information regarding travel and travel reimbursements can be found in the Travel Administrative Policy.

SECTION 1506 USE OF COMMUNICATIONS AND COMPUTER SYSTEMS

City-provided portable communication devices (PCDs), including cell phones, should be used primarily for business purposes. Employees have no reasonable expectation of privacy in regard to the use of such devices, and all use is subject to monitoring, to the maximum extent permitted by applicable law.

All conversations, text messages and e-mails must be professional. When sending a text message or using a PCD for business purposes, whether it is a City-provided or personal device, employees must comply with applicable City guidelines, including policies on sexual harassment, discrimination, conduct, confidentiality, equipment use and operation of vehicles.

The City's communication and computer systems are intended primarily for business purposes; however, limited personal usage is permitted if it does not hinder performance of job duties or violate any other City policy. This includes the voice mail, e-mail and Internet systems. Users have no legitimate expectation of privacy in regard to their use of The City's systems.

The City may access the voice mail and e-mail systems and obtain the communications within the systems, including past voice mail and e-mail messages, without notice to users of the system, in the ordinary course of business when The City deems it appropriate to do so. The reasons for which The City may obtain such access include, but are not limited to: maintaining the system; preventing or investigating allegations of system abuse or misuse; assuring compliance with software copyright laws; complying with legal and regulatory requests for information; and ensuring that City operations continue appropriately during the employee's absence.

Further, The City may review Internet usage to ensure that such use with City property, or communications sent via the Internet with City property, are appropriate. The reasons for which The City may review employees' use of the Internet with City property include, but are not limited to: maintaining the system; preventing or investigating allegations of system abuse or misuse; assuring compliance with software copyright laws; complying with legal and regulatory requests for information; and ensuring that City operations continue appropriately during the employee's absence.

The City may store electronic communications for a period of time after the communication is created. From time to time, copies of communications may be deleted.

The City's policies prohibiting harassment, in their entirety, apply to the use of City's communication and computer systems. No one may use any communication or computer system in a manner that may be construed by others as harassing or offensive based on race, national origin, sex, sexual orientation, age, disability, religious beliefs or any other characteristic protected by federal, state or local law.

Further, since The City's communication and computer systems are intended for business use, all employees, upon request, must inform management of any private access codes or passwords. Unauthorized duplication of copyrighted computer software violates the law and is strictly prohibited. No employee may access, or attempt to obtain access to, another employee's computer systems without appropriate authorization.

For additional information see the Use of Personal Devices for City Business Administrative Policy and the Acceptable Use and Device Administrative Policy. Violators of these policies may be subject to disciplinary action, up to and including discharge.

SECTION 1507 SAFETY PROGRAM

The City is committed to providing and maintaining a healthy and safe work environment for all employees. Every department will receive a copy of The Safety Manual and will receive health and safety training.

You are required to know and comply with The City's Safety Manual and to follow safe and healthy work practices at all times. You may be subject to discipline for engaging in any unsafe or unhealthy work practice or for violating established safety rules. You also are required to report immediately to your supervisor any potential health or safety hazards, and all injuries or accidents. First aid supplies are located in each City building.

SECTION 1508 SAVING CLAUSE

If any section, subsection, paragraph, sentence, or phrase is found by a court to be invalid or unconstitutional, such findings shall not affect the remainder of this Policy.