

### PAINT THE TOWN PINK NORWALK



Paint the Town Pink, Norwalk is here! All of October is known as National Breast Cancer Awareness Month and the entire community is invited to participate! We have City Leaders who are participating in "Making Strides Against Breast Cancer" while businesses and residents support the campaign by donating or purchasing from one of the restaurants who are participating with a fund raising night! Each of you can do your part to help by lighting the sky up with pink porch lights, pink ribbons on your trees or wearing your best pink clothes this month. Stay tuned for news from our City Council, Sheriff Department and Cerritos College as they challenge other Cities to raise funds for Breast Cancer Awareness month. Look for canisters to put your change into as you shop local, because every penny helps! We work together to bring awareness of not only resources for fighting breast cancer, but fighting all cancers! Visit [www.cancer.org](http://www.cancer.org) if you need support as a fighter, survivor, or supporter.



Norwalk leaders get ready to "Paint the Town Pink." Participating in the Real Men Wear Pink are (l to r) Norwalk Chamber President Elect, Jose Rios, TNG Realty, Norwalk Sheriff Captain James Tatreau, Norwalk City Manager Jesus Gomez and President Cerritos College Dr. Jose Fierro.

### MOVIE NIGHTS IN SEPTEMBER

Norwalk Chamber once again held Drive in Movie Nights that brought out businesses, community groups and residents to enjoy time outside safely social distancing. Our September movies were Monsters, Inc. and Coco. Those that attended were able to view the movies either in their vehicles or sitting outside in front of their cars. The big screen was placed behind the Norwalk Corporate Plaza, next door to Chick-fil-A and Panera Bread. Viewers could visit the restaurants and bring their dinner over to enjoy the evening under the stars. These movies were brought to the community in part by our Sponsors; Norwalk Community Coordinating Council and Chick-fil-A.

We want to thank the City of Norwalk, Parks and Recreation Services Department for their help with providing this event. Rich and Natalie LeGaspi, Tracy Polley, Karla Butler, Trisha Gutierrez, Jose Rios, President Amanda Blanton, Gordon Stefenhagen and Irma Macias. We also thank our volunteers Aubrey Spilsbury, Melissa Ramirez, Megan Ussery and Gwyn Rushing.



Norwalk Chamber Members getting ready for the Drive in Movie. Pictured here (l to r) President Elect Jose Rios, TNG Realty, Board Member Rich LeGaspi, TNT Fireworks, Natalie LeGaspi, Norwalk Soroptimist, Norwalk City Council Member Margarita Rios, Ambassador Irma Macias, Community Family Guidance Center, Little Lake City School Board Member Dora Sandoval, Board Member Tracy Polley, Kelco Sales, Past President Trisha Gutierrez, QM Fundraising and Elizabeth Rock, City of Norwalk Park & Recreations Services.



Council Member Margarita Rios welcomes all to the Drive in Movie Night.



Representing our Sponsor, Norwalk Community Coordinating Council is Rich Legaspi with President Elect Jose Rios.



Getting ready to enjoy the Drive in Movie are Melissa Ramirez, Aubrey Spilsbury and Lori Williams.



All set up for the movie and ready to watch are: (l to r) President Elect Jose Rios, Little Lake School Board Member Dora Sandoval, Councilwoman Margarita Rios, Natalie LeGaspi, Chamber President Amanda Blanton, Farmers & Merchants Bank, Trisha Gutierrez, Tracy Polley, Irma Macias and Rich LeGaspi.



Norwalk Chamber President Amanda Blanton welcomes the attendees to the Drive in Movie Night. Pictured here are (l to r) City Staff Juanita Porras, Erin Burke, President Amanda Blanton, Farmers & Merchants Bank, Patty Santana and Demi Perez.



Volunteering at the Movie Night are (l to r) Aubrey Spilsbury, Gwyn Rushing, Ambassador Irma Macias, Community Family Guidance Center, Megan Ussery, Past President Trisha Gutierrez, QM Fundraising, and Melissa Ramirez.



Selling Candy and Popcorn at the Drive in Movies are Ambassador Irma Macias and her granddaughter Gwyn Rushing.



President Amanda Blanton, Farmers & Merchants Bank with her guests at the Drive in Movie Night.



Getting ready to sell popcorn at the Drive in Movies are Board Members (l to r) Gordon Stefenhagen, Jose Rios and Rich LeGaspi.



Rich LeGaspi, TNT Fireworks and Natalie LeGaspi, Soroptimist International of Norwalk/SFS volunteering at the movies.



Norwalk Chamber thanks our Drive in Movie Night Sponsors Chick-fil-A and Norwalk Community Coordinating Council.

Norwalk Chamber of Commerce  
14783 Carmenita Road, Norwalk, CA 90650

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**Norwalk Chamber of Commerce**

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http://on.fb.me/oB5EUM

**PRESIDENT**

**AMANDA BLANTON**

**EXECUTIVE DIRECTOR**

**EDITOR, NCBC**

**CAREN SPILSBURY**



**RENEWING MEMBERS**

The following companies and individuals renewed their membership with the Norwalk Chamber of Commerce and the services we provide are made possible by their support.

**45 Years**

**Golf n' Stuff**

Ken Garcia  
10555 Firestone Blvd  
Norwalk CA 90650  
562-868-9956  
www.golfnstuff.com

**43 Years**

**Norwalk Realty**

Gordon Stefenhagen  
562-868-3201  
bluecamino85@yahoo.com

**40 Years**

**Bruce's Prime Ribs**

Jeannie Mayer  
12623 E. Imperial Hwy  
562-868-4660

**29 Years**

**Budget Car Rentals & Sales**

Phil Arey  
12521 Rosecrans Ave.  
Norwalk CA  
562-407-2800  
http://budgetnorwalk.com/

**19 Years**

**F.O.C.I.S.**

Reggie Bowie  
11364 Imperial Hwy  
Norwalk CA  
562-929-6034

**6 Years**

**I.P.P.C.O. Global Services**

Shim Santos  
16430 Phoebe Ave.  
La Mirada CA  
716-903-040

**2 Years**

**Zen's Tea House**

Fernando Lopez  
12848 Pioneer Blvd.  
Norwalk CA 90650  
888-866-4299  
ww.zenstea.com

**CALENDAR OF EVENTS**

**CALENDAR OF EVENTS**

PLEASE NOTE:

THESE DATES AND LOCATIONS COULD BE SUBJECT TO CHANGE DUE TO THE COVID-19 PANDEMIC

**October 2nd**

Ceritos College  
Grand Opening  
Health & Wellness Complex  
11am via ZOOM

**October 2nd,**

City of Norwalk  
Drive in Movie  
"The Addams Family"  
Norwalk Transportation Center

**October 8th**

Paint the Town Pink  
Restaurant Fundraiser  
Mr. Rosewood Family Restaurant

**October 9th**

City of Norwalk  
Drive in Movie  
"Hocus Pocus"  
Norwalk Transportation Center

**October 15th**

Paint the Town Pink  
Restaurant Fundraiser  
So-Cal Pizza

**October 16th**

City of Norwalk  
Drive in Movie  
"The Nightmare Before Christmas"  
Norwalk Transportation Center

**October 21st**

Norwalk Chamber  
Board of Directors Meeting  
9am via ZOOM

**October 21st**

Paint the Town Pink  
Restaurant Fundraiser  
Chick-fil-A

**October 23rd**

Wine & Design Fundraiser  
7pm to 9pm  
Via ZOOM

**October 29th**

Paint the Town Pink  
Restaurant Fundraiser  
So-Cal Pizza

**October 30th**

State of the Nation  
ZOOM Event  
12noon

**MEMBERS IN THE NEWS**

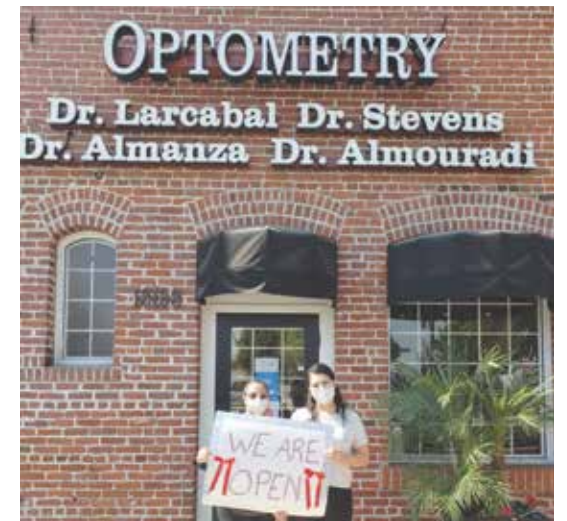
Norwalk Chamber is continuing to visit our Chamber members to thank them for providing essential services and being open for the community. We encourage you to visit our website at www.norwalkchamber.com to search for the business support you may need during this crisis. From hospitals to opticians, restaurants to grocery stores, hotels to accountants, they are here to serve the community for all of your needs.



DoubleTree by Hilton, Norwalk Los Angeles is open for business! Pictured here are (l to r) Ambassador Lori Herrera, Robert Barajas, GM Orlando Salazar, Crystal Lozano, Kathy Weiss, Chamber Board members Karla Butler and Jose Rios.



Norwalk Family Optometry is open for appointments during the COVID-19 shut down. Pictured here are Ambassador Lori Herrera, DoubleTree Hotel, Crystall Martinez, and Board Members Karla Butler, Thompson & Associates and Jose Rios, TNG Realty.



Crystall Martinez and Norma DeAnda of Norwalk Family Optometry, they are open!

**BROWN BAG FUNDRAISER...A SUCCESS!**

Norwalk Chamber held a "Brown Bag" fundraiser where tickets could be bought for a chance to win a bottle of something valued anywhere from \$5 to \$50. These tickets were sold over the summer and we held the drawing at our Drive in Movie night on September 19th. As winners opened their bags, Norwalk Chamber Board Members Tracy Polley and Trisha Gutierrez were on hand to share with the winners just exactly what type of libation they won and what the value was. The big winner was Roxanne Medina who won a bottle of wine valued at \$50.00! If you have not received your brown bag prize yet, please contact the Norwalk Chamber at 562-404-0909.



Showing off their brown bag prizes are (l to r) Marie Sena, Norwalk Chamber President Amanda Blanton, her daughter Aria and Paul Sena.



Past President Trisha Gutierrez of QM Fundraising receives her winning brown bags from Board Member Rich LeGaspi of TNT Fireworks.



Helping our Chamber with drawing the winners are (l to r) President Elect, Jose Rios, TNG Realty, Board Member Rich LeGaspi, TNT Fireworks and Norwalk City Council Member Margarita Rios.



Trisha is showing off her winnings from the fundraiser!



Another winner of a great prize is Victor Medina.

**EFFECTIVE SOCIAL MEDIA MARKETING**

Norwalk Chamber hosted our first of many to come ZOOM workshops on September 10th featuring Deborah Deras of the Small Business Development Center. Deborah shared with the attendees the importance of being on the right Social Media platforms for your business and for the potential customers that you want to reach. So where is your ideal client? What are the most important Social Media Platforms to use? And who owns all of the different platforms? These were just some of the questions that were asked and answered in the workshop.

Some other tips that Deborah shared were to always have a link to your website in any of the Social Media platforms that you use, to utilize keywords for your business in your Social Media postings and to create lead generators in your postings. With your lead generator you can touch upon pains or problems your target market could be experiencing and how you can help them with those. You should choose two of the platforms to focus on and go in depth on those. If you want to reach millennials, then Instagram is a platform you should use. Utilizing YouTube will help you with your Google rankings, and LinkedIn is a great platform for business to business connections. In all of your postings remember to use keywords that will help people find you when searching the internet, have a link to your website on your postings and remember that people need to know you, like you and trust you before they buy from you.



## MESSAGE FROM THE PRESIDENT



September and October have been busy months for the Norwalk Chamber. We were able to partner with the City of Norwalk as a "pilot program" for our Drive in Movie Nights. We want to thank the City and especially the Parks & Recreation Department for their support for these events. They worked diligently to help the Chamber provide an opportunity for the residents to get out and enjoy a movie with social distancing while LA County is still closed down for indoor movies. Be sure and check out the City of Norwalk Drive in Movie each Friday in October. Our events could not have been successful without the support of our Sponsors. Thank you to the Norwalk Community Coordinating Council and Chick-fil-A for sponsoring the September movie nights!

Your Chamber has another fun opportunity for entertainment with our upcoming "Paint Night" FUNdraiser. On Friday, October 23rd, we will meet via ZOOM to paint together with our member, Wine & Design! With your \$35.00 ticket you will receive the supplies needed to paint a beautiful picture and online instructions via ZOOM from Yvonne Parades-Alexander. This is a great time to get together in family or friends group and safely paint while social distancing. Visit <https://bit.ly/3fQqSxw> to sign up today.

November 3rd is right around the corner, and with that comes our State and Federal elections. It is important for everyone to exercise their right to vote! Our communities rely on our voters expressing their opinions through the ballot box! And most important during our ongoing pandemic, is for you all to take care of you and your families mental health. Being isolated can create difficulties for even the most positive of personalities, so check in frequently with each other to help keep us all healthy as we continue with the current shut down orders. There are many resources available to you if you are in need of support! Visit our Norwalk Chamber website at [www.norwalkchamber.com](http://www.norwalkchamber.com) and click on our member directory to look for resources.

Stay safe and healthy,

**Amanda Blanton**

2020-2021 President, Norwalk Chamber of Commerce  
Farmers & Merchants Bank

## GOLDMAN SACHS 10,000 SMALL BUSINESSES

The Goldman Sachs 10,000 Small Businesses (10KSB) Program is a FREE program for qualified small business owners who are interested in growing their business and adding jobs to their communities. This program has been offered in person in the past, but it is NOW ONLINE FOR YOU! This practical 3-month program examines business fundamentals through the lens of actual business experiences, provides you with one-on-one business advisory services, and helps you develop and implement a business growth plan tailored to your business. Plus 85% of our grads do business with each other!

The deadline to apply for the Spring 2021 cohort

is October 15. The first part of the application only takes a few minutes to fill out, so APPLY NOW at [www.10KSBapply.com](http://www.10KSBapply.com).

You are eligible for the 10KSB program if you meet the following requirements:

- 1) You are the owner or co-owner of a small business
- 2) You have been in operation for at least 2 years
- 3) Your gross revenues are at least \$150,000 in the last fiscal year
- 4) You have at least 4 employees, including the owner(s)

Many SBEs are successful alumni as a result of this advocacy and support. We encourage you to take advantage of this opportunity!

## NOVEMBER ELECTIONS BRING NEW PROPOSITIONS

With just weeks remaining before the November 3 general election, the broad-based campaign opposing Proposition 15 is highlighting reasons to vote against the split roll property tax measure in social media and televised ads. As pointed out in the ads, Proposition 15 is a \$12.5 billion a year property tax increase—the largest in state history—that is riddled with flaws which will hurt all Californians.

The measure will also hurt the small businesses that employ half of all California employees. Proponents have admitted that home-owners are next. Contrary to what its supporters claim, Proposition 15 will not help local governments and schools recover from the COVID-19 induced economic crisis.

### Hurts Small Business

In brief videos viewable online, small business owners testify to the harm Proposition 15 will cause if passed:

- Increased rents because of the "triple net lease" under which many small businesses operate, making them

responsible for paying property taxes, insurance and maintenance costs.

- Increased fuel prices and energy costs.
- Increased prices from vendors. Consumers will ultimately bear the burden of higher prices if Proposition 15 is adopted because businesses of all sizes operating on tight margins will be forced to pass along the increased costs.

### Broad Coalition Opposes

In addition to the California Chamber of Commerce, the coalition leading the campaign against Proposition 15—Stop Higher Property Taxes and Save Prop 13—includes the California Taxpayers Association, California Business Roundtable, Howard Jarvis Taxpayers Association, California Business Properties Association and California State Conference of the NAACP. Also part of the bipartisan coalition opposing Proposition 15 are more than 1,500 organizations, businesses, state and local elected officials, and individuals from throughout the state

## NORWALK CHAMBER OF COMMERCE

### FACE MASKS

GET YOURS TODAY!



Norwalk Chamber face masks are for sale now. \$10.00 and the proceeds will benefit Norwalk Chamber programs and events.

### Help Defeat Prop 15

Norwalk Chamber of Commerce, Gateway Chambers Alliance and the California Chamber of Commerce are urging all to vote against Proposition 15. This measure will bring increased costs to our local businesses during an unprecedented recession caused by the COVID-19 pandemic. Our State government continues to place burdens on our small businesses when they should be working to help keep them in business.

## Labor Law Corner

### How Leave Laws Interact When a Couple Works for Same Employer

*How do the federal COVID-19 leave laws adopted this year interact with related state laws, including pregnancy leave, the family rights act and baby bonding time for a married couple at our business?*

Due to COVID-19, Congress enacted the federal Families First Coronavirus Response Act (FFCRA) that created a new paid sick leave and an Emergency Family and Medical Leave Act (EFMLA). Due to this, leave interactions have become more complicated. Let's dive into a recent question we received to review leave interactions. "We employ a married couple who are expecting a baby. The pregnant employee gave us a doctor's note taking them off work for 8 weeks due to the pregnancy. The nonpregnant employee is currently taking EFMLA for 12 weeks because they lost child care due to COVID-19 for their other child. Both employees are eligible for leave under federal and state law. What are their leave rights going forward for the baby?"

#### Pregnancy Disability Leave

In California, employers with five or more employees must provide employees disabled by pregnancy with pregnancy disability leave (PDL). Employees are eligible for up to four months of job-protected PDL. Because a doctor certified the pregnant employee as disabled for 8 weeks, the employee may use PDL during that time.

#### FMLA/CFRA

Under the federal Family and Medical Leave Act (FMLA), employers with 50 or more employees must provide 12 weeks of job-protected leave to employees with serious medical conditions who meet the following criteria:

- 12 months of service with the employer;
- 1,250 hours worked in the previous 12 months; and
- Work at a location with 50 or more employees within a 75-mile radius.

While the pregnant employee is out on PDL, the disability qualifies as a serious medical condition under the FMLA so their FMLA allotment runs at the same time as PDL. So, this pregnant employee will also be using 8 weeks of FMLA at the same time as her PDL use. California also has a separate family and medical leave called the California Family Rights Act (CFRA). The eligibility requirements for CFRA are the same as FMLA. However, an employee is not eligible for CFRA if they are disabled by pregnancy. Therefore, the pregnant employee on PDL will not be using any of their CFRA leave

#### Families First Act

As discussed above, the FFCRA created an EFMLA leave entitlement. Employers with fewer than 500 employees nationally must provide up to 12 weeks of job-protected leave for an employee who cannot work or telework due to a school or child-care closure due to COVID-19 under EFMLA. Time used under EFMLA counts against an employee's regular FMLA 12-week allotment as well, so the nonpregnant employee using 12 weeks of EFMLA has also exhausted any other leave available under the FMLA; however, time spent on EFMLA does not run concurrently with CFRA

#### Baby Bonding

Both the FMLA and CFRA provide eligible employees with 12 weeks of job-protected leave to bond with a baby within one year of the birth. Because the various leaves our expecting employees have taken thus far do not run concurrently with CFRA, the parents will still be eligible for 12 weeks of baby bonding leave. Because the employees both work for the same employer, the CFRA allows an employer to require the employees share the 12 weeks; so if one parent takes all 12 weeks, the other parent is not entitled to any leave

#### Matthew J. Roberts

Employment Law Counsel/Subject Matter Expert

St. Lic. #271767

# NORWALK/LA MIRADA

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## Legislature to California Employers: Do as I Say, Not as I Do

By Jennifer Barrera  
September 16, 2020

The California Assembly left until the very last minute of its 2020 session one of the most controversial bills of the year. SB 1383 would require California's smallest employers to provide up to 12 weeks of protected leave to qualified employees under the California Family Rights Act (CFRA).

To be clear, employees of these small businesses are already eligible for Pregnancy Disability Leave (PDL), which includes time off after the baby is born. SB 1383 expands CFRA to qualified small business employees by adding another 12 weeks of protected leave to the mix.

Under either PDL or CFRA, the employee has the right to file a lawsuit against the employer if the employer in any way interrupts, disrupts, discourages, or interferes with the employee's leave.

Ironically, in anticipation of a close vote on SB 1383, the Assembly leadership requested that Assembly Member Buffy Wicks (D-Oakland) return from maternity leave to vote in favor of the bill. The Assembly has 80 members and hundreds of legislative staff but was unable to accommodate Assembly Member Wicks' leave and follow the law. They interrupted her leave so she could come back to work.

Under SB 1383, if a small employer with only five employees did the same and asked a worker to come back to handle a surge in orders or to deal with a last-minute emergency—even if the employee was completely willing to do so—the employer would face legal trouble. This is the ultimate height of hypocrisy.

The Governor should veto SB 1383. This burden would be challenging in good times, but it would be devastating during a pandemic when small employers are suffering. And if the Legislature itself cannot satisfy the requirements of CFRA, then they should not foist this burden on small employers.

**UPDATE: GOVERNOR NEWSOM SIGNED THIS BILL ON SEPTEMBER 17, 2020**

### SB 1383: A Burden on Employers

Many employers may be accustomed to leave laws, such as CFRA and the federal Family and Medical Leave Act (FMLA), that apply to employers who meet a threshold of 50 or more employees. Fifty employees has been considered a magic number because larger employers can be more nimble and pivot their workforce better to cover those employees who are out on leave, Shaw explains.

**SB 1383 (Jackson; D-Santa Barbara)** is significant

because it changes the 50 employee threshold in CFRA to only 5 employees. In combination with the COVID-19 pandemic, many employers are worried and this new law certainly presents a huge burden for them to face at this point, she tells Frank.

Frank points out that businesses' concerns don't mean they are not sympathetic and empathetic to their employees' needs; rather, businesses are concerned about the feasibility of being able to stay in business. "It's not just about the leave, it's the duration of the leave. It's all the hoops and hurdles that are part of this leave," Frank says.

SB 1383 is burdensome for two main reasons, Shaw says:

1. The law provides 12 weeks of **job-protected** leave, and it could potentially be longer than 12 weeks in some cases. This means employers must continue to provide health benefits and other entitlements granted under CFRA.
2. The amount of paperwork that is involved. Employers must keep track of what documents must be given to employees on leave, and if an employee decides to take leave intermittently, employers must keep track of those hours as well.

SB 1383 presents issues for larger employers too, Shaw stresses. The law expands the definition of "family members" to now include relatives such as adult children and siblings, among others. And because these new categories are not covered by the federal FMLA, SB 1383 creates the possibility for employees to stack leave, she explains. For example, an employee can take 12 weeks of leave to care for a sibling under CFRA, and then another 12 separate weeks to cover an illness under FMLA. This means that eligible employees can potentially take 24 weeks of leave, and not just the 12 weeks to which larger employers have been accustomed. "So this is a huge development, not only for the smaller employers," Shaw says. Frank agrees, and brings up pregnancy-related leaves and pregnancy discrimination laws. Should an employee qualify for a pregnancy or childbirth-related disability, the employee may now have upwards of a year off in protected leave.

### Preparation Tips, Eligibility

Employees are eligible for the leave provided under SB 1383 if they have worked for the employer for at least 12 months, and have worked at least 1,250 hours at the worksite in the one-month period preceding the leave, Shaw explains.

To prepare for the new law, which takes effect on **January 1, 2021**, Shaw recommends that employers:

1. Get educated on the law's details. The CalChamber will be offering webinars and other educational materials in the coming weeks and months.
2. Designate someone in your company to handle leave administration, requests and issues onsite.
3. Start gathering and getting your forms and documents ready.

WINE&DESIGN

CALIFORNIA **NORWALK**  
Chamber of Commerce

**NORWALK CHAMBER OF COMMERCE  
VIRTUAL PAINT NIGHT FUNDRAISER**

**COST: \$35.00 (INCLUDES PAINT KIT &  
VIRTUAL INSTRUCTIONS)**

**WINE IS AVAILABLE FOR PURCHASE AT AN ADDITIONAL COST**

**FRIDAY, OCTOBER 23RD, 2020  
6:30PM TO 9:00PM**

**VIRTUAL NETWORKING STARTS AT 6:30PM  
PAINTING STARTS AT 7:00PM**

**VIA ZOOM**

**REGISTRATION & PAYMENT REQUIRED FOR THIS EVENT  
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**TO SIGN UP**

**JOIN THE NORWALK AT A FUNDRAISER ON OCTOBER 23RD.  
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*PROCEEDS BENEFIT NORWALK CHAMBER PROGRAMS*

## Creating a Strong Local Economy

- and -

## Promoting the Community

The Norwalk Chamber of Commerce urges you to spend your money locally to support the business community and protect jobs.

*Local sales tax dollars support basic city services  
When you shop in Norwalk, you are paying for...*

Public Safety Services

Recreation Programs

Street Repairs & Much More