



STAFF REPORT

MEETING DATE: August 14, 2024

PRESENTER: Josefina Alvarez, Finance Director

SUBJECT: Amending 2024/2025 Miscellaneous Salary Schedules (JA)

RECOMMENDATION: Council by motion adopt resolution amending the 2024/2025 Salary Schedules for Employees in Miscellaneous Bargaining Unit effective July 1, 2024.

EXECUTIVE SUMMARY:

On July 24, 2024, Council approved a resolution approving a Memorandum of Understanding between the City of Kerman and KMEA for July 1, 2024 through June 30, 2027, which included a 4% COLA for each year in 2024, 2025 and 2026.

California state law requires a pay schedule be approved and adopted by the City Council in accordance with public meeting laws that indicates the position title and the payrate for every position along with the effective date of any revisions. The salary scale must be posted or immediately accessible for public review or posted on the City's website.

The Kerman Police Officers Association has not adopted a new agreement. Staff will bring updated salary scales once an agreement for this bargaining unit is adopted.

FISCAL IMPACT: The Salary changes were incorporated into the Fiscal year 2024/2025 budget that was presented with the Budget adoption meeting on June 12, 2024.

ATTACHMENTS:

A. Resolution w/Exhibit

RESOLUTION NO. 24-__

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF KERMAN AMENDING 2024/2025
SALARY SCHEDULES FOR EMPLOYEES IN THE MISCELLANEOUS BARGAINING UNIT**

WHEREAS, the City of Kerman and the KMEA have entered into a new Memorandum of Understanding for the period of July 1, 2024 through June 30, 2027 which include a 4% COLA for each year of the agreement; and

WHEREAS, the salary terms of the agreements have been incorporated into the revised salary scales attached effective July 1, 2024; and

WHEREAS, California State law requires pay schedules to be approved and adopted by the City Council.

NOW, THEREFORE, the City Council of the City of Kerman resolves as follows:

Section 1. The foregoing recitals are true and correct and incorporated by reference.

Section 2. The Council adopts amended salary schedules for employees in the KMEA as set forth in **Exhibit 'A'**.

Section 3. This resolution is effective immediately.

The foregoing resolution was introduced and adopted by the City Council of the City of Kerman at a regular meeting held on the 14th day of August 2024, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

The foregoing resolution is hereby approved.

ATTEST:

Maria Pacheco
Mayor

Josie Camacho
City Clerk

Exhibit 'A'

Management Services	Step A	Step B	Step C	Step D	Step E	Step F	Step G
Human Resource Officer**	\$ 5,757	\$ 6,045	\$ 6,348	\$ 6,665	\$ 6,998	\$ 7,348	\$ 7,716
Human Resource Specialist	\$ 4,715	\$ 4,951	\$ 5,199	\$ 5,459	\$ 5,732	\$ 6,018	\$ 6,319
Human Resource Technician	\$ 4,060	\$ 4,263	\$ 4,476	\$ 4,700	\$ 4,935	\$ 5,182	\$ 5,441
Executive Assistant to City Manager/City Clerk**	\$ 6,803	\$ 7,143	\$ 7,500	\$ 7,875	\$ 8,269	\$ 8,682	\$ 9,116
Assistant to the City Clerk	\$ 3,806	\$ 3,997	\$ 4,196	\$ 4,406	\$ 4,626	\$ 4,858	\$ 5,101
Administrative Assistant	\$ 4,204	\$ 4,415	\$ 4,635	\$ 4,867	\$ 5,110	\$ 5,366	\$ 5,634

** FLSA Exempt

Finance	Step A	Step B	Step C	Step D	Step E	Step F	Step G
Senior Accountant**	\$ 5,211	\$ 5,471	\$ 5,745	\$ 6,032	\$ 6,333	\$ 6,650	\$ 6,983
Junior Accountant	\$ 4,204	\$ 4,415	\$ 4,635	\$ 4,867	\$ 5,111	\$ 5,366	\$ 5,634
Account Clerk II	\$ 3,742	\$ 3,929	\$ 4,126	\$ 4,332	\$ 4,549	\$ 4,776	\$ 5,015
Account Clerk I	\$ 3,293	\$ 3,458	\$ 3,631	\$ 3,812	\$ 4,003	\$ 4,203	\$ 4,413

** FLSA Exempt

Community Services	Step A	Step B	Step C	Step D	Step E	Step F	Step G
Buildings & Facilities Supervisor**	\$ 5,237	\$ 5,499	\$ 5,774	\$ 6,062	\$ 6,366	\$ 6,684	\$ 7,018
Recreation Supervisor**	\$ 5,505	\$ 5,780	\$ 6,069	\$ 6,372	\$ 6,691	\$ 7,026	\$ 7,377
Recreation Coordinator	\$ 4,248	\$ 4,460	\$ 4,683	\$ 4,917	\$ 5,163	\$ 5,421	\$ 5,692
Senior Services Coordinator	\$ 3,922	\$ 4,118	\$ 4,324	\$ 4,540	\$ 4,767	\$ 5,005	\$ 5,256
Parks Maintenance Specialist	\$ 4,247	\$ 4,459	\$ 4,682	\$ 4,916	\$ 5,162	\$ 5,420	\$ 5,691
Parks Maintenance Technician	\$ 3,844	\$ 4,036	\$ 4,238	\$ 4,450	\$ 4,672	\$ 4,906	\$ 5,151
Parks Maintenance Worker I	\$ 3,462	\$ 3,635	\$ 3,817	\$ 4,007	\$ 4,208	\$ 4,418	\$ 4,639
Administrative Assistant	\$ 4,204	\$ 4,415	\$ 4,635	\$ 4,867	\$ 5,110	\$ 5,366	\$ 5,634

** FLSA Exempt

Community Development	Step A	Step B	Step C	Step D	Step E	Step F	Step G
Associate Planner**	\$ 5,532	\$ 5,808	\$ 6,099	\$ 6,404	\$ 6,724	\$ 7,060	\$ 7,413
Community Development Coordinator	\$ 4,249	\$ 4,462	\$ 4,685	\$ 4,919	\$ 5,165	\$ 5,423	\$ 5,694
Building Official **	\$ 6,330	\$ 6,646	\$ 6,978	\$ 7,327	\$ 7,694	\$ 8,078	\$ 8,482
Code Enforcement Official	\$ 4,477	\$ 4,700	\$ 4,935	\$ 5,182	\$ 5,441	\$ 5,713	\$ 5,999
Assistant Planner	\$ 5,007	\$ 5,257	\$ 5,520	\$ 5,796	\$ 6,085	\$ 6,390	\$ 6,709
Permit Tech II	\$ 4,184	\$ 4,393	\$ 4,613	\$ 4,843	\$ 5,085	\$ 5,340	\$ 5,607
Permit Tech I	\$ 3,981	\$ 4,180	\$ 4,389	\$ 4,608	\$ 4,839	\$ 5,081	\$ 5,335
Administrative Assistant	\$ 4,204	\$ 4,415	\$ 4,635	\$ 4,867	\$ 5,110	\$ 5,366	\$ 5,634

** FLSA Exempt

Public Works	Step A	Step B	Step C	Step D	Step E	Step F	Step G
PW Operations Coordinator **	\$ 6,051	\$ 6,354	\$ 6,672	\$ 7,005	\$ 7,355	\$ 7,723	\$ 8,109
Fleet Services Supervisor **	\$ 5,237	\$ 5,499	\$ 5,774	\$ 6,062	\$ 6,366	\$ 6,684	\$ 7,018
Fleet Mechanic II	\$ 4,289	\$ 4,504	\$ 4,729	\$ 4,965	\$ 5,214	\$ 5,474	\$ 5,748
Fleet Mechanic I	\$ 3,883	\$ 4,077	\$ 4,281	\$ 4,495	\$ 4,719	\$ 4,955	\$ 5,203
PW Lead Supervisor	\$ 4,908	\$ 5,153	\$ 5,411	\$ 5,681	\$ 5,965	\$ 6,264	\$ 6,577
PW Maintenance Worker III- Specialist	\$ 4,226	\$ 4,438	\$ 4,660	\$ 4,892	\$ 5,137	\$ 5,394	\$ 5,664
PW Maintenance Worker II	\$ 3,825	\$ 4,016	\$ 4,217	\$ 4,428	\$ 4,649	\$ 4,881	\$ 5,125
PW Maintenance Worker I	\$ 3,462	\$ 3,635	\$ 3,817	\$ 4,007	\$ 4,208	\$ 4,418	\$ 4,639
Water Conservation Specialist (Certified)	\$ 4,646	\$ 4,878	\$ 5,122	\$ 5,378	\$ 5,647	\$ 5,930	\$ 6,226
Water Conservation Specialist (Non Certified)	\$ 4,419	\$ 4,640	\$ 4,872	\$ 5,116	\$ 5,372	\$ 5,640	\$ 5,922
WWTP Water Distribution/Waste Water Manager**	\$ 6,720	\$ 7,056	\$ 7,409	\$ 7,779	\$ 8,168	\$ 8,577	\$ 9,006
WWTP Lead Supervisor	\$ 5,185	\$ 5,444	\$ 5,716	\$ 6,002	\$ 6,302	\$ 6,617	\$ 6,948
WWTP & Water Operator Grade II	\$ 4,693	\$ 4,927	\$ 5,174	\$ 5,432	\$ 5,704	\$ 5,989	\$ 6,289
WWTP & Water Operator Grade I	\$ 4,247	\$ 4,459	\$ 4,682	\$ 4,917	\$ 5,162	\$ 5,420	\$ 5,691
WWTP Maintenance Worker III-Specialist	\$ 4,226	\$ 4,438	\$ 4,660	\$ 4,892	\$ 5,137	\$ 5,394	\$ 5,664
WWTP Maintenance Worker II	\$ 3,824	\$ 4,015	\$ 4,216	\$ 4,427	\$ 4,648	\$ 4,881	\$ 5,125
WWTP Maintenance Worker I	\$ 3,462	\$ 3,635	\$ 3,817	\$ 4,007	\$ 4,208	\$ 4,418	\$ 4,639
Administrative Assistant	\$ 4,204	\$ 4,415	\$ 4,635	\$ 4,867	\$ 5,110	\$ 5,366	\$ 5,634
Administrative Analyst	\$ 4,646	\$ 4,878	\$ 5,122	\$ 5,378	\$ 5,647	\$ 5,930	\$ 6,226

** FLSA Exempt