



STAFF REPORT

MEETING DATE: February 14, 2024

PRESENTER: John Jansons, City Manager

SUBJECT: Resolution Approving Amended Side Letter Agreement with Kerman Peace Officers Association (JAJ)

RECOMMENDATION: Council by motion adopt resolution approving Amended Side Letter Agreement with Kerman Peace Officers Association (KPOA) implementing adjustments to KPOA salary scales in response to labor market competitiveness.

DISCUSSION:

On January 10, 2024, the City Council approved Resolution 24-01 which implemented targeted equity adjustments to members of the Kerman Police Officer Association (KPOA) to improve labor market competitiveness.

Since the time, it has become known that the adjustments approved were as shown in updated salary tables based on the Fiscal Year 2022-2023 (FY 22/23) salary scales and did not include the 2.5% cost of living adjustment that went into effect on July 1, 2023. Therefore, the attached Resolution (**Attachment 'A'**) is presented to correct that oversight.

KPOA leadership has been made aware of the necessary changes and has agreed to the attached Amended Side Letter Agreement (Attachment 'B'), which supersedes the (insert date) Side Letter Agreement, and is made pursuant to the current Memorandum of Understanding in effect. Exhibit 'A' to the Amended Side Letter Agreement, represents the updated salary ranges for eligible KPOA employees.

The new rates of pay will be implemented following approval of this action beginning with the start of the February 18, 2024 pay period and retroactive adjustments will be provide to eligible KPOA members who were subject to the adjustments when the previously increased rates went into effect on January 21, 2024.

FISCAL IMPACT:

There is no additional cost to the City beyond what was previously estimated and approved because those calculations included the July 1, 2023 COLA and are accounted for within the FY 23/24 budget.

CONCLUSION:

If adopted, the resolution will be effective immediately and the new salaries will be effective beginning with the City's February 18, 2024, pay period and retroactive payment back to January 20, 2024 will be provided.

ATTACHMENTS:

Resolution

Attachment 'A' to Resolution (Amended Side Letter Agreement between City of Kerman and KPOA)

A. Exhibit 'A' to Amended Side Letter Agreement (Proposed Salary Scales Effective February 18, 2024)

RESOLUTION NO. 24-___

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF KERMAN APPROVING
AMENDED SIDE LETTER AGREEMENT WITH THE KERMAN PEACE OFFICERS
ASSOCIATION IMPLEMENTING ADJUSTMENTS TO SALARY SCALES RESULTING
FROM COMPARABLE COMPENSATION MARKET STUDY**

WHEREAS, the City of Kerman and the Kerman Police Officers Association (KPOA) entered into an updated Memorandum of Understanding (MOU) in 2020 covering the period July 1, 2021 to June 30, 2024; and

WHEREAS, the MOU stipulated that during the term of the MOU, the City would commission a comparable salary study to determine local labor market competitiveness of the City's compensation levels; and

WHEREAS, on January 10, 2024, the City Council approved Resolution 24-01 which implemented targeted equity adjustments for eligible members of the KPOA, and

WHEREAS, it is now known that those adjusted rates of pay, which were based upon data from Fiscal Year 22/23, did not include the negotiated cost of living adjustment of 2.5% provided to KPOA members on July 1, 2023; and

WHEREAS, the City has corrected those calculations, and the KPOA has accepted these changes; and

WHEREAS, there is no additional cost beyond what was approved on January 10, 2024 by Resolution 24-01 for Fiscal Year 23/24.

NOW, THEREFORE, BE IT RESOLVED AS FOLLOWS:

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

Section 2. The City Council approves the Amended Side Letter Agreement with KPOA attached as **Attachment 'A'** and incorporated by reference to implement adjustments to KPOA salaries including **Exhibit 'A'** to the Side Letter Agreement (the updated Salary Schedule).

Section 3. Upon approval, the salary adjustments will become effective with the new pay period beginning February 18, 2024 and include retroactive adjustments to January 20, 2024 when the prior adjustments went into effect.

Section 4. This Resolution is effective upon adoption.

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

AYES:

NOES:

ABSENT:

ABSTAIN:

The foregoing resolution is hereby approved.

Maria Pacheco
Mayor

ATTEST:

Josie Camacho
Interim City Clerk