



## STAFF REPORT

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**MEETING DATE:** July 24, 2024

**PRESENTER:** John Jansons, City Manager

**SUBJECT:** Resolution Approving Memorandum of Understanding by and between the City of Kerman and the Kerman Miscellaneous Employees Association (KMEA) for July 1, 2024 through June 30, 2027 (JAJ)

**RECOMMENDATION:** Council adopt resolution (**Attachment 'A'**) approving Memorandum of Understanding by and between the City of Kerman and the Kerman Miscellaneous Employees Association (KMEA) for July 1, 2024 through June 30, 2027.

**DISCUSSION:**

The City and the Kerman Municipal Employees Associations (KMEA) began formal negotiations in April of 2024. Following several rounds of negotiations, the City and KMEA reached tentative agreement on an updated Memorandum of Understanding (MOU) that proposes changes for the new term on the MOU. KMEA has reviewed this MOU and has agreed to execute. Upon City Council's approval, the parties will execute the MOU which is attached to the resolution.

The updated provisions of the negotiated MOU are summarized as follows:

1. Term of Agreement (Article II):

3 years from July 1, 2024 through June 30, 2027.

2. Salary Adjustments (Article VIII):

Four Percent (4%) of increase in Base Salary effective July 1, 2024, July 1, 2025, and July 1, 2026.

3. Bilingual Pay (Article VII.M):

Employees who pass a bilingual exam in either Spanish or Punjabi shall be entitled to receive \$150 per month. Employees who pass exam in both languages to receive \$150.00 paid monthly.

4. Holiday Pay (Article VII.C):

Members of KMEA will receive an additional paid holiday and time off equal to eight (8) regular pay hours in observance of the Cesar Chavez Birthday Holiday on March 31 of each year.

5. Compensatory Time Carry-Over (Article VI.B.3):

Compensatory Time Carry-Over has been increased from 40 to 80 hours with the MOU to read: “No More than 80 hours of compensation time can be accumulated at any time and no employee may carry over more than 80 hours of compensation time for one fiscal year to the next fiscal year.”

6. Working Out of Class Pay (New Article VII.M):

New Working Out of Class Language to read: “Employees assigned by supervisors to work in a higher classification will be paid a five percent (5%) differential or “Step A” of the higher job classification working in that higher classification for a period of 10 calendar days whichever is greater. All out of class work assignments including the length of the assignment shall be in accordance with CalPERS rules and regulations.

7. Deletion of Article VII.L of the MOU:

City Personnel Rules and Regulations now detail disciplinary appeals.

8. Deletion of Bereavement Leave (VII.H):

Prior MOU awarded 3 days of Bereavement Leave to each member under Article VII. I. L. The former language of the 21-’24 MOU is outdated and now is replaced and superseded by the City Personnel Rules and Regulations, updated May 8, 2024, which provides for five (5) days of bereavement leave for each member pursuant to new State law.

\*NOTE: with deletion of text and adding of new text the numbering in Article VII changed.

**FISCAL IMPACT:**

The 2024-2025 Fiscal Year budget anticipated increases in personnel costs which are provided for in the current budget. The City expects anticipated revenue growth to be adequate to keep pace with, and afford the second and third year of the recommended labor agreement.

**ATTACHMENTS:**

A. Resolution w/Exhibit

RESOLUTION NO. 24-\_\_\_

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF KERMAN APPROVING  
MEMORANDUM OF UNDERSTANDING BY AND BETWEEN THE CITY OF KERMAN  
AND THE KERMAN MISCELLANEOUS EMPLOYEES ASSOCIATION FOR THE  
PERIOD JULY 1, 2024 THROUGH JUNE 30, 2027**

**RECITALS**

WHEREAS, the City has long recognized its employees' rights to collective bargaining; and

WHEREAS, the City maintains a Memorandum of Understanding (MOU) with the represented employees of the Kerman Miscellaneous Employee Association (KMEA) addressing salary, benefits, and other terms and conditions of employment; and

WHEREAS, the most recent MOU was effective for the period July 1, 2021 through June 30, 2024; and

WHEREAS, the City and KMEA began the meet and confer process over wages, hours, terms and conditions of employment pursuant to Government Code Section 3500 et seq. on April 29, 2024; and

WHEREAS, the City and KMEA have agreed to the terms of a new MOU for a period of three years commencing July 1, 2024, and ending June 30, 2027; and

WHEREAS, the provisions of the new MOU are effective July 1, 2024.

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

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

SECTION 2. The City Council approves the Memorandum of Understanding (MOU) by and between the City of Kerman and Kerman Miscellaneous Employee Association attached as **Exhibit 'A'** and incorporated by reference for the period July 1, 2024 through June 30, 2027.

SECTION 3. The City Council authorizes the City Manager to execute the Agreement.

SECTION 4. This resolution is effective upon its adoption.

The foregoing resolution was introduced and adopted by the City Council of the City of Kerman at a regular meeting held on the 24th day of July 2024, by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

The foregoing resolution is hereby approved.

APPROVED:

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Maria Pacheco  
Mayor

ATTEST:

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Josie Camacho  
City Clerk