STAFF REPORT

MEETING DATE: October 9, 2024

PRESENTER: John Jansons, City Manager, Personnel Director

SUBJECT: Amendment to Salary Scale for Police Department Lieutenant Position (JAJ)

RECOMMENDATION: Council by motion adopt resolution approving amendment to Salary Scale for unrepresented Police Department Lieutenant position and approving adjustment in benefits.

EXECUTIVE SUMMARY:

The City recently concluded collective bargaining negotiations which resulted in a new Memorandum of Understanding for members of the Kerman Peace Officers Association. Neither the Chief of Police, who is employed as an At-Will employee, employed under an employment contract, nor the Lieutenant position, as a management position, are members of the KPOA.

The City's past practice has been to apply adjustments in wages and benefits to the position of Lieutenant as is done for the KPOA. With this in mind, staff recommends adoption of a resolution, **Attachment 'A'**, to bestow the same base salary increase of four percent (4%) annually and benefit changes as outlined in recently adopted MOU 2024-2027, to the Lieutenant position as well.

The current salary range and the recommended range for the position of Lieutenant is shown below in Table 1 and the recommended increased range is shown in Table 2.

Salary Schedule-Unrepresented Public Safety Employee						
Lieutenant-Current	$7,467	$7,840	$8,232	$8,643	$9,076	$9,529	$10,006
Lieutenant-Recommended	$7,765	$8,153	$8,561	$8,989	$9,439	$9,911	$10,406

The adjustment of salary and benefits of the Lieutenant position would be retroactive to July 1, 2024.

FISCAL IMPACT:

The increase in base salary of four percent (4%) per year, totals approximately $14,900 over the three year term, July 1, 2024 through June 30, 2027.

ATTACHMENTS:

A.   Resolution w/ Exhibit

RESOLUTION NO. 24-___

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF KERMAN ADJUSTING THE SALARY SCALE AND BENEFITS FOR THE POSITION OF LIEUTENANT IN THE KERMAN POLICE DEPARTMENT FOR THE PERIOD JULY 1, 2024 THROUGH JUNE 30, 2027.

WHEREAS, the City recently concluded collective bargaining negotiations and approval of a new Memorandum of Understanding with the Kerman Peace Officers Association (KPOA); and

WHEREAS, neither the Chief of Police, who is employed as an At-Will employee, employed under an employment contract, nor the Lieutenant position, as a management position, are members of the KPOA; and

WHEREAS, the City's past practice has been to apply adjustments in wages and benefits to the position of Lieutenant as is done for the KPOA; and

WHEREAS, it is now in the City's interest to adjust the salary range of the position of Lieutenant to remain competitive in the labor marketplace and to aid in employee retention; and

WHEREAS, providing complementary benefits as provided to members of the Kerman Peace Officers Association to the position of Lieutenant is also in the best interest of the City and its commitment to equity; and

WHEREAS, the City is in a positive financial position as to afford the proposed increase in salary and benefits.

NOW, THEREFORE, BE IT RESOLVED, by the City 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 salary scale of the position of Lieutenant in the Kerman Police Department shall be increased by four percent (4%) annually during the period July 1, 2024 and June 30, 2027 as shown in **Exhibit 'A'.**

Section 3. That other adjustments in benefits, in the current KPOA Memorandum of Understanding dated July 1, 2024, as applicable, be afforded to the position of Lieutenant.

Section 4. That this resolution is effective upon its adoption.

The foregoing resolution was adopted by the City Council of the City of Kerman at a regular meeting held on the 9th day of October 2024, by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

The foregoing resolution is hereby approved.

_____
Maria Pacheco
Mayor

ATTEST:

_____
Josie Camacho
City Clerk