



STAFF REPORT

MEETING DATE: October 9, 2024

PRESENTER: Josefina Alvarez, Finance Director

SUBJECT: Amending 2024/2025 Public Safety Salary Schedules (JA)

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

EXECUTIVE SUMMARY:

On September 25, 2024, Council approved a resolution approving a Memorandum of Understanding between the City of Kerman and KPOA 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.

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

Attachment 'A'

RESOLUTION NO. 24-___

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

WHEREAS, the City of Kerman and the KPOA 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 KPOA as set forth in **Exhibit 'A'**.

Section 3. This resolution is effective immediately.

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

Exhibit 'A'

**Public Safety Employees
July 2024 - June 2025**

Public Safety	Step A	Step B	Step C	Step D	Step E	Step F	Step G
Sergeant- 2,184 Annual Hours	\$ 6,720	\$ 7,056	\$ 7,408	\$ 7,779	\$ 8,168	\$ 8,576	\$ 9,005
Corporal- 2,184 Annual Hrs	\$ 5,316	\$ 5,582	\$ 5,861	\$ 6,154	\$ 6,461	\$ 6,785	\$ 7,124
Police Officer- 2,184 Annual Hrs	\$ 5,057	\$ 5,310	\$ 5,576	\$ 5,854	\$ 6,147	\$ 6,454	\$ 6,777
Records Manager	\$ 4,755	\$ 4,993	\$ 5,243	\$ 5,505	\$ 5,780	\$ 6,069	\$ 6,372
Records Clerk	\$ 3,620	\$ 3,801	\$ 3,992	\$ 4,191	\$ 4,401	\$ 4,621	\$ 4,852
Community Service Officer	\$ 3,806	\$ 3,996	\$ 4,196	\$ 4,406	\$ 4,626	\$ 4,857	\$ 5,100
Animal Control	\$ 4,205	\$ 4,416	\$ 4,636	\$ 4,868	\$ 5,112	\$ 5,367	\$ 5,636
Animal Shelter Attendant	\$ 4,205	\$ 4,416	\$ 4,636	\$ 4,868	\$ 5,112	\$ 5,367	\$ 5,636
Administrative Assistant	\$ 4,554	\$ 4,782	\$ 5,021	\$ 5,272	\$ 5,536	\$ 5,812	\$ 6,103

Sergeant and Police Officers Pay Based on 2,184 Annual Hours versus 2,080 Hours