

**SIDE LETTER AGREEMENT**

**CITY OF KERMAN (CITY) AND KERMAN MUNICIPAL EMPLOYEES ASSOCIATION (KMEA)**


**FEBRUARY 22, 2024**

Pursuant to the current Memorandum of Understanding (MOU) between the City and KMEA, effective July 1, 2021 through June 30, 2024, and related to ARTICLE XI (Salary Survey) of the MOU, following completion of the Salary Study by Bryce Consulting, Inc., representatives of the City and KMEA met and conferred and agreed upon the attached revised salary schedule, incorporated and referred to herein which is effective the first full pay period following City Council approval of the Side Letter Agreement.

\_\_\_\_\_  
For the City:  
John Jansons, City Manager

\_\_\_\_\_  
Date

  
\_\_\_\_\_  
For the KMEA:  
Harmeem Kaur, President

  
\_\_\_\_\_  
Date

**Proposed Salary Scale - Miscellaneous Employees  
March 2024 - June 2024**

<b>Finance - Administration</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>
Senior Accountant**	\$ 5,010	\$ 5,261	\$ 5,524	\$ 5,800	\$ 6,090	\$ 6,394	\$ 6,714
Junior Accountant	\$ 4,043	\$ 4,245	\$ 4,457	\$ 4,680	\$ 4,914	\$ 5,160	\$ 5,418
* Account Clerk II - No Change due to a recommendation of negative 2.78%	\$ 3,598	\$ 3,778	\$ 3,967	\$ 4,166	\$ 4,374	\$ 4,593	\$ 4,822
Account Clerk I	\$ 3,166	\$ 3,325	\$ 3,491	\$ 3,665	\$ 3,849	\$ 4,041	\$ 4,243
Account Receptionist	\$ 2,867	\$ 3,010	\$ 3,161	\$ 3,319	\$ 3,484	\$ 3,659	\$ 3,842
Human Resource Officer**	\$ 5,536	\$ 5,813	\$ 6,103	\$ 6,409	\$ 6,729	\$ 7,066	\$ 7,419
Human Resource Specialist	\$ 4,534	\$ 4,761	\$ 4,999	\$ 5,249	\$ 5,511	\$ 5,787	\$ 6,076
Human Resource Technician	\$ 3,904	\$ 4,099	\$ 4,304	\$ 4,519	\$ 4,745	\$ 4,982	\$ 5,232
Executive Secretary to City Mgr.	\$ 4,649	\$ 4,882	\$ 5,126	\$ 5,382	\$ 5,651	\$ 5,933	\$ 6,230
Assistant to the City Clerk	\$ 3,660	\$ 3,843	\$ 4,035	\$ 4,237	\$ 4,449	\$ 4,671	\$ 4,905

2.5% Cola Effective July 1, 2023

\*\* FLSA Exempt

**Miscellaneous Employees  
March 2024 - June 2024**

Community Service/Recreation	Step A	Step B	Step C	Step D	Step E	Step F	Step G
Buildings & Facilities Supervisor**	\$ 5,036	\$ 5,287	\$ 5,552	\$ 5,829	\$ 6,121	\$ 6,427	\$ 6,748
Recreation Supervisor**	\$ 5,293	\$ 5,558	\$ 5,835	\$ 6,127	\$ 6,434	\$ 6,755	\$ 7,093
Recreation Coordinator	\$ 4,084	\$ 4,289	\$ 4,503	\$ 4,728	\$ 4,965	\$ 5,213	\$ 5,474
Senior Services Coordinator	\$ 3,771	\$ 3,960	\$ 4,158	\$ 4,365	\$ 4,584	\$ 4,813	\$ 5,053
Parks Maintenance Specialist	\$ 4,083	\$ 4,287	\$ 4,502	\$ 4,727	\$ 4,963	\$ 5,211	\$ 5,472
Parks Maintenance Technician	\$ 3,696	\$ 3,881	\$ 4,075	\$ 4,279	\$ 4,493	\$ 4,717	\$ 4,953
CS Maintenance Worker I	\$ 3,329	\$ 3,495	\$ 3,670	\$ 3,853	\$ 4,046	\$ 4,248	\$ 4,461
Community Services Secretary	\$ 4,043	\$ 4,245	\$ 4,457	\$ 4,680	\$ 4,914	\$ 5,160	\$ 5,418

2.5% Cola Effective July 1, 2023

\*\* FLSA Exempt

**Miscellaneous Employees  
March 2024 - June 2024**

Community Development	Step A	Step B	Step C	Step D	Step E	Step F	Step G
Associate Planner**	\$ 5,319	\$ 5,585	\$ 5,864	\$ 6,157	\$ 6,465	\$ 6,788	\$ 7,128
* Administrative Coordinator - No Recommended change	\$ 4,086	\$ 4,290	\$ 4,505	\$ 4,730	\$ 4,966	\$ 5,215	\$ 5,475
Building Official **	\$ 6,086	\$ 6,390	\$ 6,710	\$ 7,046	\$ 7,398	\$ 7,768	\$ 8,156
* Code Enforcement Official - No change due to a recommendation of negative 11.53%	\$ 4,304	\$ 4,520	\$ 4,746	\$ 4,983	\$ 5,232	\$ 5,494	\$ 5,768
Assistant Planner	\$ 4,814	\$ 5,055	\$ 5,307	\$ 5,573	\$ 5,851	\$ 6,144	\$ 6,451
Building Permits Clerk (Certified)	\$ 4,023	\$ 4,224	\$ 4,435	\$ 4,657	\$ 4,890	\$ 5,134	\$ 5,391
Building Permits Clerk - Non/Certified	\$ 3,828	\$ 4,019	\$ 4,220	\$ 4,431	\$ 4,653	\$ 4,885	\$ 5,130

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\*\* FLSA Exempt

**Miscellaneous Employees  
March 2024 - June 2024**

<b>Public Works</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>
PW Operations Coordinator **	\$ 5,819	\$ 6,110	\$ 6,415	\$ 6,736	\$ 7,073	\$ 7,426	\$ 7,797
Fleet Services Supervisor **	\$ 5,036	\$ 5,287	\$ 5,552	\$ 5,829	\$ 6,121	\$ 6,427	\$ 6,748
Fleet Mechanic II	\$ 4,124	\$ 4,331	\$ 4,547	\$ 4,775	\$ 5,013	\$ 5,264	\$ 5,527
Fleet Mechanic I	\$ 3,733	\$ 3,920	\$ 4,116	\$ 4,322	\$ 4,538	\$ 4,765	\$ 5,003
PW Lead Supervisor	\$ 4,719	\$ 4,955	\$ 5,203	\$ 5,463	\$ 5,736	\$ 6,023	\$ 6,324
PW Inspector/Maintenance Worker III- Specialist	\$ 4,271	\$ 4,485	\$ 4,709	\$ 4,945	\$ 5,192	\$ 5,451	\$ 5,724
PW Maintenance Worker III- Specialist	\$ 4,064	\$ 4,267	\$ 4,480	\$ 4,704	\$ 4,940	\$ 5,186	\$ 5,446
PW Maintenance Worker II	\$ 3,678	\$ 3,861	\$ 4,055	\$ 4,257	\$ 4,470	\$ 4,694	\$ 4,928
PW Maintenance Worker I	\$ 3,329	\$ 3,495	\$ 3,670	\$ 3,853	\$ 4,046	\$ 4,248	\$ 4,461
Water Conservation Specialist (Certified)	\$ 4,467	\$ 4,691	\$ 4,925	\$ 5,172	\$ 5,430	\$ 5,702	\$ 5,987
Water Conservation Specialist (Non Certified)	\$ 4,249	\$ 4,462	\$ 4,685	\$ 4,919	\$ 5,165	\$ 5,423	\$ 5,694
WWTP Water Distribution/Waste Water Manager**	\$ 6,462	\$ 6,785	\$ 7,124	\$ 7,480	\$ 7,854	\$ 8,247	\$ 8,659
WWTP Lead Supervisor	\$ 4,985	\$ 5,235	\$ 5,496	\$ 5,771	\$ 6,060	\$ 6,363	\$ 6,681
WWTP & Water Operator Grade II	\$ 4,512	\$ 4,738	\$ 4,975	\$ 5,223	\$ 5,485	\$ 5,759	\$ 6,047
WWTP & Water Operator Grade I	\$ 4,084	\$ 4,288	\$ 4,502	\$ 4,727	\$ 4,964	\$ 5,212	\$ 5,473
WWTP Maintenance Worker III-Specialist	\$ 4,064	\$ 4,267	\$ 4,480	\$ 4,704	\$ 4,940	\$ 5,186	\$ 5,446

**Miscellaneous Employees  
March 2024 - June 2024**

<b>Public Works</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>
WWTP Maintenance Worker II	\$ 3,677	\$ 3,861	\$ 4,054	\$ 4,257	\$ 4,470	\$ 4,693	\$ 4,928
WWTP Maintenance Worker I	\$ 3,329	\$ 3,495	\$ 3,670	\$ 3,853	\$ 4,046	\$ 4,248	\$ 4,461
PW Administrative Secretary	\$ 4,043	\$ 4,245	\$ 4,457	\$ 4,680	\$ 4,914	\$ 5,160	\$ 5,418

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