



STAFF REPORT

MEETING DATE: March 12, 2025

PRESENTER: John Jansons, City Manager

SUBJECT: Consideration of Resolution Additional Holiday - Cesar Chavez Birthday, March 31 (JAJ)

RECOMMENDATION: Council by motion consider whether to adopt a resolution establishing Cesar Chavez Birthday, March 31 as a paid City holiday for at-will employees.

DISCUSSION:

In July, 2024, the City Council approved an updated Memorandum of Understanding with the Kerman Municipal Employees Association, which included awarding that bargaining unit an additional paid holiday in observance of the Cesar Chavez birthday, each March 31.

The additional holiday applies to all City operating departments with the exception of the Police Department. With all departmental employees off that day, the question becomes how would City Council wish to address the Department Directors and City Manager, who are at-will employees with individual employment agreements, and would City Council consider granting those employees an additional paid holiday in observance of the Cesar Chavez birthday, which is a State and National holiday?

With City Hall and other operational departments (except Police) closed that day, it is recommended that Executive Leadership employees also be granted the Cesar Chavez Holiday in recognition of their continued contributions to Kerman's success, for operational cohesiveness, and in honor of a significant cultural, labor and societal leader important to the City of Kerman. If the proposed resolution is approved the City Manager will update the respective employment agreements to reflect the holiday.

FISCAL IMPACT:

The cost to provide the additional paid holiday to the at-will employees under consideration is approximately \$2,800 for the six affected employees this current year. Future salary increases will increase that amount slightly each future year.

ATTACHMENTS:

A. Resolution

RESOLUTION NO. 25-____

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF KERMAN AWARDING
AN ADDITIONAL PAID HOLIDAY TO AT-WILL EMPLOYEES IN OBSERVANCE OF
THE CESAR CHAVEZ BIRTHDAY, MARCH 31.**

WHEREAS, the employees represented by the Kerman Municipal Employees Association bargained for and were granted the Cesar Chavez birthday, March 31, as a paid City holiday; and

WHEREAS, the Police Department employees are in a separate bargaining unit and did not bargain for the additional holiday; and

WHEREAS, City Hall and its operating departments, with the exception of the Police Department, are closed on March 31 in observance of the Cesar Chavez holiday; and

WHEREAS, the City Council has determined it would be mutually beneficial to the City and the at-will employees to be granted the additional paid holiday.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Kerman as follows:

1. The foregoing recitals are true and correct and incorporated by reference.
2. The City Council approves granting the Cesar Chavez holiday as a paid holiday for the Department Directors, Chief of Police and City Manager.
3. The City Council directs the Director of Finance to amend the Fiscal Year 2024-2025 Budget beginning March 2025 to include the approximate cost of \$2,800 and to include the additional cost in future budget years unless this resolution is rescinded or amended.
4. This resolution is effective upon adoption.

(Certification on Following Page)

The foregoing resolution was adopted by the City Council of the City of Kerman at a regular meeting held on the 12th day of March 2025, by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

The foregoing resolution is hereby approved.

Maria Pacheco
Mayor

ATTEST:

Josie Camacho
City Clerk