



STAFF REPORT

MEETING DATE: June 25, 2025

PRESENTER: Josefina Alvarez, Finance Director

SUBJECT: Resolution Amending 2025/2026 Salary Scales for KMEA, KPOA and Management (JA)

RECOMMENDATION: Council by motion adopt resolution approving an amendment to the Kerman Municipal Employees Association (KMEA), the Kerman Police Officers Association (KPOA) and Management Salary Schedules effective July 1, 2025.

EXECUTIVE SUMMARY:

The City of Kerman, the KMEA and the KPOA contracts result in changes to the salary scales effective July 1, 2025.

On July 24, 2024, Council approved a resolution approving a Memorandum of Understanding between the City of Kerman and KMEA for July 1, 2024 through June 30, 2027, which included a 4% COLA for each year in 2024, 2025 and 2026.

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.

On May 14, 2025, Council approved a resolution approving the findings of the Compensation Survey with adjustments to the salary scales for at will Executive Management employees.

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 pay rate for every position along with the effective date of any revisions. The salary scale must be made immediately accessible for public review or posted on the City's website.

FISCAL IMPACT:

The Salary changes were incorporated into the Fiscal year 2025/2026 budget that was presented with the Budget adoption meeting on June 11, 2025.

ATTACHMENTS:

A. Resolution w/Exhibit

RESOLUTION NO. 25-____

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF KERMAN AMENDING THE 2025/2026 SALARY SCHEDULES FOR EMPLOYEES IN THE MISCELLANEOUS BARGAINING UNIT, THE PUBLIC SAFETY BARGAINING UNIT AND THE MANAGEMENT GROUP

WHEREAS, the City of Kerman, the Kerman Municipal Employees Association (KMEA) and the Kerman Police Officers Association (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, on May 14, 2025, Council approved a resolution approving the findings of the Compensation Survey with adjustments to the salary scales for at will Executive Management employees; and

WHEREAS, the salary terms of the agreements have been incorporated into the revised salary scales attached effective July 1, 2025; 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 KMEA, KPOA and Management Group 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 25th day of June 2025, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

The foregoing resolution is hereby approved.

ATTEST:

Maria Pacheco
Mayor

Josie Camacho
City Clerk

Exhibit 'A'

Miscellaneous Employees July 2025 - June 2026

Finance	Step A	Step B	Step C	Step D	Step E	Step F	Step G
Senior Accountant**	\$ 5,446	\$ 5,719	\$ 6,005	\$ 6,305	\$ 6,620	\$ 6,951	\$ 7,299
Payroll Specialist	\$ 4,904	\$ 5,149	\$ 5,407	\$ 5,677	\$ 5,961	\$ 6,259	\$ 6,572
Junior Accountant	\$ 4,373	\$ 4,591	\$ 4,821	\$ 5,062	\$ 5,315	\$ 5,581	\$ 5,860
Account Clerk II	\$ 3,892	\$ 4,087	\$ 4,291	\$ 4,505	\$ 4,731	\$ 4,967	\$ 5,216
Account Clerk I	\$ 3,425	\$ 3,596	\$ 3,776	\$ 3,965	\$ 4,163	\$ 4,371	\$ 4,590
Administrative Analyst	\$ 4,832	\$ 5,074	\$ 5,327	\$ 5,594	\$ 5,873	\$ 6,167	\$ 6,475

** FLSA Exempt

Management Services	Step A	Step B	Step C	Step D	Step E	Step F	Step G
Human Resource Officer**	\$ 7,075	\$ 7,428	\$ 7,800	\$ 8,190	\$ 8,599	\$ 9,029	\$ 9,481
Human Resource Specialist	\$ 4,904	\$ 5,149	\$ 5,407	\$ 5,677	\$ 5,961	\$ 6,259	\$ 6,572
Human Resource Technician	\$ 4,222	\$ 4,434	\$ 4,655	\$ 4,888	\$ 5,132	\$ 5,389	\$ 5,658
Executive Assistant to City Manager/City Clerk**	\$ 7,075	\$ 7,428	\$ 7,800	\$ 8,190	\$ 8,599	\$ 9,029	\$ 9,481
Assistant to the City Clerk	\$ 3,958	\$ 4,156	\$ 4,364	\$ 4,582	\$ 4,812	\$ 5,052	\$ 5,305
Administrative Assistant	\$ 4,373	\$ 4,591	\$ 4,821	\$ 5,062	\$ 5,315	\$ 5,581	\$ 5,860

** FLSA Exempt

Community Services	Step A	Step B	Step C	Step D	Step E	Step F	Step G
Assistant Director**	\$ 5,988	\$ 6,287	\$ 6,602	\$ 6,932	\$ 7,278	\$ 7,642	\$ 8,024
Buildings & Facilities Supervisor**	\$ 5,446	\$ 5,719	\$ 6,005	\$ 6,305	\$ 6,620	\$ 6,951	\$ 7,299
Recreation Supervisor**	\$ 5,725	\$ 6,011	\$ 6,312	\$ 6,627	\$ 6,959	\$ 7,307	\$ 7,672
Recreation Coordinator	\$ 4,418	\$ 4,639	\$ 4,871	\$ 5,114	\$ 5,370	\$ 5,638	\$ 5,920
Senior Services Coordinator	\$ 4,079	\$ 4,283	\$ 4,497	\$ 4,722	\$ 4,958	\$ 5,206	\$ 5,466
Parks Maintenance Specialist	\$ 4,416	\$ 4,637	\$ 4,869	\$ 5,113	\$ 5,368	\$ 5,637	\$ 5,918
Parks Maintenance Wordker II	\$ 3,998	\$ 4,198	\$ 4,407	\$ 4,628	\$ 4,859	\$ 5,102	\$ 5,357
Parks Maintenance Worker I	\$ 3,600	\$ 3,780	\$ 3,969	\$ 4,168	\$ 4,376	\$ 4,595	\$ 4,825
Administrative Assistant	\$ 4,373	\$ 4,591	\$ 4,821	\$ 5,062	\$ 5,315	\$ 5,581	\$ 5,860

** FLSA Exempt

Community Development	Step A	Step B	Step C	Step D	Step E	Step F	Step G
Associate Planner**	\$ 5,753	\$ 6,041	\$ 6,343	\$ 6,660	\$ 6,993	\$ 7,342	\$ 7,710
Community Development Coordinator	\$ 4,419	\$ 4,640	\$ 4,872	\$ 5,116	\$ 5,372	\$ 5,640	\$ 5,922
Building Official **	\$ 6,583	\$ 6,912	\$ 7,258	\$ 7,620	\$ 8,001	\$ 8,402	\$ 8,822
Code Enforcement Official	\$ 4,656	\$ 4,888	\$ 5,133	\$ 5,389	\$ 5,659	\$ 5,942	\$ 6,239
Assistant Planner	\$ 5,207	\$ 5,467	\$ 5,740	\$ 6,028	\$ 6,329	\$ 6,645	\$ 6,978
Permit Tech II	\$ 4,351	\$ 4,569	\$ 4,797	\$ 5,037	\$ 5,289	\$ 5,553	\$ 5,831
Permit Tech I	\$ 4,140	\$ 4,347	\$ 4,565	\$ 4,793	\$ 5,032	\$ 5,284	\$ 5,548
Administrative Assistant	\$ 4,373	\$ 4,591	\$ 4,821	\$ 5,062	\$ 5,315	\$ 5,581	\$ 5,860

** FLSA Exempt

Public Works	Step A	Step B	Step C	Step D	Step E	Step F	Step G
PW Operations Coordinator **	\$ 6,293	\$ 6,608	\$ 6,938	\$ 7,285	\$ 7,650	\$ 8,032	\$ 8,434
Fleet Services Supervisor **	\$ 5,446	\$ 5,719	\$ 6,005	\$ 6,305	\$ 6,620	\$ 6,951	\$ 7,299
Fleet Mechanic II	\$ 4,461	\$ 4,684	\$ 4,918	\$ 5,164	\$ 5,422	\$ 5,693	\$ 5,978
Fleet Mechanic I	\$ 4,038	\$ 4,240	\$ 4,452	\$ 4,674	\$ 4,908	\$ 5,154	\$ 5,411
PW Lead Supervisor	\$ 5,104	\$ 5,359	\$ 5,627	\$ 5,909	\$ 6,204	\$ 6,514	\$ 6,840
PW Maintenance Worker III- Specialist	\$ 4,395	\$ 4,615	\$ 4,846	\$ 5,088	\$ 5,343	\$ 5,610	\$ 5,890
PW Maintenance Worker II	\$ 3,978	\$ 4,177	\$ 4,385	\$ 4,605	\$ 4,835	\$ 5,077	\$ 5,330
PW Maintenance Worker I	\$ 3,600	\$ 3,780	\$ 3,969	\$ 4,168	\$ 4,376	\$ 4,595	\$ 4,825
Water Conservation Specialist (Certified)	\$ 4,832	\$ 5,074	\$ 5,327	\$ 5,594	\$ 5,873	\$ 6,167	\$ 6,475
Water Conservation Specialist (Non Certified)	\$ 4,596	\$ 4,826	\$ 5,067	\$ 5,320	\$ 5,586	\$ 5,866	\$ 6,159
WWTP Water Distribution/Waste Water Manager**	\$ 6,989	\$ 7,338	\$ 7,705	\$ 8,091	\$ 8,495	\$ 8,920	\$ 9,366
WWTP Lead Supervisor	\$ 5,392	\$ 5,662	\$ 5,945	\$ 6,242	\$ 6,554	\$ 6,882	\$ 7,226
WWTP & Water Operator Grade II	\$ 4,880	\$ 5,124	\$ 5,381	\$ 5,650	\$ 5,932	\$ 6,229	\$ 6,540
WWTP & Water Operator Grade I	\$ 4,417	\$ 4,638	\$ 4,870	\$ 5,113	\$ 5,369	\$ 5,637	\$ 5,919
WWTP Maintenance Worker III-Specialist	\$ 4,395	\$ 4,615	\$ 4,846	\$ 5,088	\$ 5,343	\$ 5,610	\$ 5,890
WWTP Maintenance Worker II	\$ 3,977	\$ 4,176	\$ 4,385	\$ 4,604	\$ 4,834	\$ 5,076	\$ 5,330
WWTP Maintenance Worker I	\$ 3,600	\$ 3,780	\$ 3,969	\$ 4,168	\$ 4,376	\$ 4,595	\$ 4,825
Administrative Assistant	\$ 4,373	\$ 4,591	\$ 4,821	\$ 5,062	\$ 5,315	\$ 5,581	\$ 5,860
Administrative Analyst	\$ 4,832	\$ 5,074	\$ 5,327	\$ 5,594	\$ 5,873	\$ 6,167	\$ 6,475

** FLSA Exempt

Public Safety Employees
July 2025 - June 2026

Public Safety	Step A	Step B	Step C	Step D	Step E	Step F	Step G
Lieutenant	\$ 8,076	\$ 8,480	\$ 8,904	\$ 9,349	\$ 9,816	\$ 10,307	\$ 10,822
Sergeant- 2,184 Annual Hours	\$ 6,988	\$ 7,338	\$ 7,705	\$ 8,090	\$ 8,495	\$ 8,919	\$ 9,365
Corporal- 2,184 Annual Hrs	\$ 5,528	\$ 5,805	\$ 6,095	\$ 6,400	\$ 6,720	\$ 7,056	\$ 7,409
Police Officer- 2,184 Annual Hrs	\$ 5,259	\$ 5,522	\$ 5,799	\$ 6,088	\$ 6,393	\$ 6,713	\$ 7,048
Records Manager	\$ 4,945	\$ 5,193	\$ 5,452	\$ 5,725	\$ 6,011	\$ 6,312	\$ 6,627
Records Clerk	\$ 3,765	\$ 3,954	\$ 4,151	\$ 4,359	\$ 4,577	\$ 4,806	\$ 5,046
Community Service Officer	\$ 3,958	\$ 4,156	\$ 4,364	\$ 4,582	\$ 4,811	\$ 5,051	\$ 5,304
Animal Control	\$ 4,374	\$ 4,592	\$ 4,822	\$ 5,063	\$ 5,316	\$ 5,582	\$ 5,861
Animal Shelter Attendant	\$ 4,374	\$ 4,592	\$ 4,822	\$ 5,063	\$ 5,316	\$ 5,582	\$ 5,861
Administrative Assistant	\$ 4,736	\$ 4,973	\$ 5,222	\$ 5,483	\$ 5,757	\$ 6,045	\$ 6,347

Lieutenant - FLSA Exempt

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

Management	Step A	Step B	Step C	Step D	Step E	Step F	Step G
City Manager	\$ 15,194	\$ 15,954	\$ 16,752	\$ 17,590	\$ 18,030	\$ 18,480	\$ 18,943
Police Chief	\$ 10,570	\$ 11,099	\$ 11,654	\$ 12,237	\$ 12,849	\$ 13,491	***
Community Development Director	\$ 9,167	\$ 9,625	\$ 10,106	\$ 10,611	\$ 11,142	\$ 11,699	***
Director of Public Works	\$ 8,611	\$ 9,042	\$ 9,494	\$ 9,969	\$ 10,467	\$ 10,990	***
Finance Director	\$ 9,298	\$ 9,763	\$ 10,251	\$ 10,764	\$ 11,302	\$ 11,867	***
Community Services Director	\$ 8,636	\$ 9,068	\$ 9,521	\$ 9,997	\$ 10,497	\$ 11,022	***

All Management employees are at will employees with employee agreements

***Per current employee agreement, employee shall be eligible for a 5% increase each year upon satisfactory evaluation