

City of Piedmont  
COUNCIL AGENDA REPORT

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DATE: April 30, 2025

TO: Mayor and Council

FROM: Rosanna Bayon Moore, City Administrator

SUBJECT: Consideration of Actions Related to the Appointment of Piedmont Finance Director Kiran Bawa

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RECOMMENDATION

Appoint Kiran Bawa as Piedmont Finance Director, effective July 2, 2025, and approve salary for Ms. Bawa.

BACKGROUND

Upon the announcement that Finance Director Mike Szczech would retire in January 2025, the City launched a recruitment process to fill the position. To lead the search, the City retained the executive recruitment firm Peckham and McKenney. Following an extensive recruitment effort, 43 applications were received for the position. After initial screening and interviews, qualified candidates were interviewed and ranked by an external panel consisting of seasoned Finance Directors and the Chair of Piedmont's Budget Advisory Committee. Final interviews were then conducted by key internal stakeholders, the City Administrator, and the City Council.

Ms. Bawa previously worked for the City of Piedmont from May 2016 to March 2017, making valuable contributions during her tenure that are still used today. Since then, she has continued to deepen her knowledge and experience in municipal finance and financial management for the public sector. She currently serves as the Director of Finance for the City of Falls Church, Virginia, a position she has held for the last eight years. In addition to her prior experience with the City of Piedmont, Ms. Bawa served as Budget Director / Deputy City Administrator for the City of Oakland, and Senior Legislation and Grants Analyst with AC Transit. She holds a bachelor's degree in economics from Mills College.

It is recommended that the City Council appoint Kiran Bawa as Piedmont's next Finance Director. The appointment shall conform in all respects to the benefits and other terms and conditions of employment outlined in City Council Resolution No. 12-22. However, to reflect a modest market adjustment, the monthly salary will be increased by 2.04%, resulting in a new monthly salary of \$18,185. A monthly auto allowance of \$200 will also be provided, along with all other standard benefits.

ATTACHMENT

- 1) City Council Resolution No.

## RESOLUTION NO. \_\_\_\_\_

WHEREAS, the City Council approved Resolution 12-2022 on February 22, 2022, which set employment and compensation details for management employees for the period of July 1, 2021 through June 30, 2025; and

WHEREAS, based upon this review, it is recommended that the Finance Director's salary be adjusted by 2.04%, for an annual base salary of \$218,220 which is consistent with the City's practice of being within 3% of median of our comparable cities.

**NOW, THEREFORE, BE IT RESOLVED** that the City Council of the City of Piedmont does hereby resolve, declare, determine, and order as follows:

1. Section 3.1.2 of Resolution 12-2022 is hereby amended to read as follows:

|                  | Effective<br>7/1/21 | Effective<br>7/1/22 | Effective<br>7/1/23 | Effective<br>7/1/24 | Effective<br>6/30/25 |
|------------------|---------------------|---------------------|---------------------|---------------------|----------------------|
| Finance Director | \$16,230            | \$16,717            | \$17,260            | \$17,821            | \$18,185             |

2. In accordance with CalPERS Regulations, the City's Public Pay Schedule will be updated to reflect the above.

[END OF RESOLUTION]