

CITY COUNCIL OF THE CITY OF SAN JOSÉ

April 17, 2018

Item 3.3, 3.4, 3.5, 3.6 and 3.7

Negotiation Teams

CITY

- Jennifer Schembri, Director of Employee Relations
- Marco Mercado, Assistant to the City Manager
- Elsa Cordova, Senior Executive Analyst
- Bill Gold, Executive Analyst
- Kristen Hilton, Executive Analyst

MEF

- Robyn Zamora, President
- Charles Allen, Business Representative
- Dan Gibson, Vice President
- Cindy Harlin, Chief Steward
- Dan Earl
- Benjamin Martinez
- Katie Oxnam
- Maria Miller

AEA

- Matt Mason, Lead Representative
- Brad Fox, President
- Chris Dayley
- Tala Fatolahzadeh

AMSP

- Matt Mason, Lead Representative
- Steve Contreras, President
- Angel Alvarez
- Jesse Perez

CAMP

- Matt Mason, Lead Representative
- Olympia Williams
- Julie Jennings
- Tomika Price

Tentative Agreements

- Tentative Agreements with MEF, AEA, AMSP and CAMP all include the following:

Issue	Notes			
Term	3 years (July 1, 2018 – June 30, 2021)			
Wages	Year	Fiscal Year	Wage Increase	Notes
	1	2018-2019	5%	Non-Pensionable
	2	2019-2020	3%	Pensionable
	3	2020-2021	3%	Pensionable
Healthcare	Side Letter on City Healthcare Program Reopener			

- Tentative Agreements also included several other items exclusive to each bargaining unit

5% Non-Pensionable Compensation Increase for FY18-19

Example: Non-Management Employee

	Notes	Current	5% Non-Pensionable Increase	3% Pensionable Increase	3% Pensionable Increase
	Annual Rate (Pensionable)	\$100,000	\$100,000	\$103,000	\$106,090
	5% Ongoing Compensation Increase (Non-Pensionable)	\$0.00	\$5,000	\$5,150	\$5,304
	Total Compensation (Annually)	\$100,000	\$105,000	\$108,150	\$111,394

Example: Management Employee

Fiscal Year	2017-2018	2018-2019	2019-2020	2020-2021
Notes	Current	5% Non-Pensionable Increase	3% General Wage Increase	3% General Wage Increase
Annual Rate (Pensionable)	\$100,000	\$100,000	\$103,000	\$106,090
5% Ongoing Compensation Increase (Non-Pensionable)	\$0.00	\$5,000	\$5,150	\$5,304
Total Compensation (Annually)	\$100,000	\$105,000	\$108,150	\$111,394

- Figures are for illustration purposes only

Tentative Agreements – Other Notable Items

ITEM	BARGAINING UNIT	OTHER NOTABLE ITEMS
3.3	MEF AFSCME Local 101	- Classification Salary Adjustments for Code Enforcement Inspector I/II, Zoo Keeper, Senior Zoo Keeper - No automatic step increase if below standard performance appraisal 12 months prior - Opportunity to Work – offer additional hours to existing part-time employees prior to hiring more
3.4	AEA IFPTE Local 21	- Classification Salary Adjustments for Sanitary Engineer, Architect/ Landscape Architect and Structure/Landscape Designer Series - Additional certifications eligible for premium pay - Increase in PDP to \$1500 from \$1000 per Fiscal Year
3.5	AMSP IFPTE Local 21	Increase in vacation sell back to 60 hours (from 40 hours) in 2019
3.6	CAMP IFPTE Local 21	Increase in vacation sell back to 60 hours (from 40 hours) in 2019

- Complete copies of the full Tentative Agreements are publicly available online

Item 3.7 – Unrepresented Employees

- For Executive Management and Professional Employees in Unit 99 and other unrepresented employees (Unit 81/82)

Issue	Notes			
Wages	<u>Year</u>	<u>Fiscal Year</u>	<u>Wage Increase</u>	<u>Notes</u>
	1	2018-2019	5%	Non-Pensionable
	2	2019-2020	3%	Pensionable
	3	2020-2021	3%	Pensionable
Vacation Sellback	Increase vacation sell back to 60 hours (from 40 hours) in 2019			
Chief of Police & Assistant Chief of Police	Chief of Police and Assistant Chief of Police to receive the non-pensionable Crisis Intervention Training premium pay as follows:			
	<u>Effective Date</u>		<u>Crisis Intervention Training Premium Pay</u>	
	July 1, 2018		2.75%	
	June 30, 2019		1.00%	
	Total		3.75%	

Tentative Agreements – Recommendation

- Accept City recommendation to approve the terms of the Tentative Agreements between the City and MEF (Item 3.3), AEA (Item 3.4), AMSP (Item 3.5), and CAMP (Item 3.6)
- Accept City recommendation to approve the terms of the compensation and benefit changes for Executive Management and Professional employees in Unit 99 and other unrepresented employees (Units 81/82) for Fiscal Years 2018-2019, 2019-2020 and 2020-2021 (Item 3.7)

Discussion/Questions