

CITY COUNCIL OF THE CITY OF SAN JOSÉ

February 13, 2018

Item 3.4

Annual Summary of Labor Negotiations

Bargaining Units

Bargaining Unit		FTE's
Municipal Employees' Federation, AFSCME Local No. 101	(MEF)	2171.3
San Jose Police Officers' Association	(POA)	1107
International Union of Operating Engineers, Local No. 3	(OE#3)	720.7
San Jose Fire Fighters, IAFF Local 230	(IAFF)	698
City Association of Management Personnel, IFPTE Local 21	(CAMP)	424
Association of Engineers and Architects , IFPTE Local 21	(AEA)	305
Confidential Employees' Organization, AFSCME Local NO. 101	(CEO)	211
Association of Maintenance Supervisory Personnel , IFPTE Local 21	(AMSP)	112
Association of Building, Mechanical and Electrical Inspectors	(ABMEI)	85
International Brotherhood of Electrical Workers, Local No. 332	(IBEW)	78
Association of Legal Professionals	(ALP)	39
Total Represented Employees		5951

2018 MOA Negotiation Schedule

Bargaining Unit	Contract Expiration
POA	06/30/20
ALP	06/30/18
CEO	06/30/18
IBEW	06/30/17
ABMEI	06/30/18
AEA	06/30/18
AMSP	06/30/18
CAMP	06/30/18
IAFF	06/30/18
MEF	06/30/18
OE#3	09/30/18

Other Notable Items

Issue	Notes
<p>Alternative Pension Reform Settlement Framework</p>	<p>Implementation of Framework, including:</p> <ul style="list-style-type: none"> • Revised Tier 2 benefits • Defined contribution VEBA plan
<p>Other Notable Meet and Confer Items</p> <p><i>(list is not inclusive)</i></p>	<ul style="list-style-type: none"> • Discussion of Public Safety Wellness Improvement Committee with POA and IAFF • Discussion of outsourcing/civilianization opportunities with POA

Next Steps

- Receive labor negotiations direction in closed session
- Begin/continue negotiations with bargaining units on various other meet and confer items

Recommendation

- Accept Report