

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	<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
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	<p style="text-align: center;">MEF AFSCME Local 101</p>	<ul style="list-style-type: none"> • 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	<p style="text-align: center;">AEA IFPTE Local 21</p>	<ul style="list-style-type: none"> • 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	<p style="text-align: center;">AMSP IFPTE Local 21</p>	<ul style="list-style-type: none"> • Increase in vacation sell back to 60 hours (from 40 hours) in 2019
3.6	<p style="text-align: center;">CAMP IFPTE Local 21</p>	<ul style="list-style-type: none"> • 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