

RESOLUTION NO. _____

**A RESOLUTION OF THE COUNCIL OF THE CITY OF
SAN JOSE APPROVING THE TERMS OF
AGREEMENT BETWEEN THE CITY OF SAN JOSE AND
THE MUNICIPAL EMPLOYEES' FEDERATION, AFSCME,
LOCAL 101 (MEF) RELATING TO COMMUNICATIONS
DISPATCHER TRAINING PAY**

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF SAN JOSE:

1. That the terms of a Side Letter Agreement between the City of San José and the Municipal Employees' Federation, AFSCME, Local 101 (MEF) to provide a temporary, two-year, increase of two-and-one-half percent (2.5%) to the Communications Dispatcher Training Pay described in Article 12.15 of the MEF Memorandum of Agreement, to a total of seven-and-one-half percent (7.5%) are hereby approved. This temporary increase to the Communications Dispatcher Training Pay shall become effective the first full pay period after approval by the City Council and shall expire two years after the effective date.
2. The terms of the agreement are set forth in the Side Letter Agreement, executed on December 11, 2020, by Jennifer Schembri, Director of Employee Relations and Director of Human Resources, and attached hereto as Attachment A and incorporated in this Resolution.

ADOPTED this _____ day of _____, 2021, by the following vote:

AYES:

NOES:

ABSENT:

DISQUALIFIED:

SAM LICCARDO
Mayor

ATTEST:

TONI J. TABER, CMC
City Clerk

SIDE LETTER AGREEMENT

BETWEEN
THE CITY OF SAN JOSE
AND
THE MUNICIPAL EMPLOYEES' FEDERATION, AFSCME, LOCAL 101 (MEF)

Dispatcher Training Pay


The City and MEF recognize that the 2018-2021 MEF Memorandum of Agreement (MOA) states:

12.15 Communications Dispatcher Training Pay. Public Safety Communication Specialists or Public Safety Radio Dispatchers shall be eligible for additional pay equal to approximately five percent (5%) of the employee's current rate of pay for each hour the employee is assigned and is actually engaged in one-on-one training of a Dispatcher trainee.

In recognition of the challenges in training a large number of new Public Safety Communications Specialists (PSCS) and Public Safety Radio Dispatchers (PSRD), effective the first full pay period after this agreement is signed by all parties below and approved by City Council, the Communications Dispatcher Training Pay described in Article 12.15 of the MEF MOA shall be temporarily increased by two-and-one-half percent (2.5%), to a total of seven-and-one-half percent (7.5%) of the employee's current rate of pay for each hour the employee is assigned and is actually engaged in one-on-one training of a Dispatcher trainee during the term of this side letter agreement.

This side letter agreement shall become effective on the first full pay period after this agreement has been signed by all parties below and approved by the City Council, and shall expire two years after the effective date.

For Employer:
City of San Jose



Jennifer Schembri
Director of Employee Relations
Director of Human Resources

12/11/2020

Date

For Union:
MEF



Steven Solorio
President, MEF

12-9-20

Date



Carol McEwan
Business Agent, AFSCME, Local 101

Date