



Legislation Details (With Text)

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**On agenda:** 6/28/2022      **Final action:**

**Title:** Terms of Side Letter Agreements between the City of San José and the Association of Engineers and Architects, IFPTE, Local 21 (AEA), the Association of Building, Mechanical and Electrical Inspectors (ABMEI), and the City Association of Management Personnel, IFPTE, Local 21 (CAMP); Changes to Executive Management and Professional Employees in Unit 99; and Amending the City of San José Pay Plan.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. Memorandum, 2. Memorandum from Liccardo, 6/24/2022, 3. (1) Resolution, 4. (2) Resolution

Date	Ver.	Action By	Action	Result
6/28/2022	1	City Council		

**Terms of Side Letter Agreements between the City of San José and the Association of Engineers and Architects, IFPTE, Local 21 (AEA), the Association of Building, Mechanical and Electrical Inspectors (ABMEI), and the City Association of Management Personnel, IFPTE, Local 21 (CAMP); Changes to Executive Management and Professional Employees in Unit 99; and Amending the City of San José Pay Plan.**

(1) Adopt a resolution to:

(a) Approve the terms of a Side Letter Agreement with the Association of Engineers and Architects, IFPTE, Local 21 (AEA) to provide the following effective June 26, 2022:

(1) Provide employees in the Engineer II (3813) classification with an approximate 8.30% pensionable pay increase consistent with the Side Letter Agreement that has been signed by all parties;

(2) Provide employees in the Sanitary Engineer FT/PT (5232/5231) classification with an approximate 8.30% pensionable pay increase consistent with the Side Letter Agreement that has been signed by all parties;

(3) Provide employees in the Architect / Landscape Architect II (3852) classification with an approximate 8.30% pensionable pay increase consistent with the Side Letter Agreement that has been signed by all parties;

(4) Provide employees in the Structure / Landscape Designer II (3842) classification with an approximate 8.30% pensionable pay increase consistent with the Side Letter Agreement that has been signed by all parties;

(5) Provide employees in the Associate Engineer FT/PT (3814/3828) classification with an approximate 8.30% pensionable pay increase consistent with the Side Letter Agreement that has been signed by all parties;

(6) Provide employees in the Associate Architect / Landscape Architect FT/PT (3848/3843) classification with an approximate 8.30% pensionable pay increase consistent with the Side Letter Agreement that has been signed by all parties;

(7) Provide employees in the Associate Structure / Landscape Designer (3855) classification with an approximate 8.30% pensionable pay increase consistent with the Side Letter Agreement that has been signed by all parties;

(8) Provide employees in the Engineering Geologist (3874) classification with an approximate 12.25% pensionable pay increase consistent with the Side Letter Agreement that has been signed by all parties;

(9) Provide employees in the Senior Engineer (3815) classification with an approximate 3.80% pensionable

- pay increase consistent with the Side Letter Agreement that has been signed by all parties; and
- (10) Provide employees in the Senior Architect / Landscape Architect (3844) classification with an approximate 3.80% pensionable pay increase consistent with the Side Letter Agreement that has been signed by all parties.
- (b) Approve the terms of a Side Letter Agreement with the City Association of Management Personnel, IFPTE, Local 21 (CAMP) to provide the following effective June 26, 2022:
- (1) Increase the maximum salary of the following classifications by the corresponding percentage, which shall not result in any automatic pay increases for incumbents in these classifications:
- (i) The maximum salary of the Construction Manager (3874) classification shall be increased by an approximate 3.80%;
- (ii) The maximum salary of the Environmental Compliance Officer (3874) classification shall be increased by an approximate 9.05%;
- (iii) The maximum salary of the Associate Transportation Specialist (3874) classification shall be increased by an approximate 8.95%;
- (iv) The maximum salary of the Senior Transportation Specialist (3874) classification shall be increased by an approximate 3.30%;
- (v) The maximum salary of the Building Inspection Manager (3815) classification shall be increased by an approximate 5.25%; and
- (vi) The maximum salary of the Land Surveyor (3844) classification shall be increased by an approximate 2.50%.
- (c) Approve the terms of a Side Letter Agreement with the Association of Building, Mechanical and Electrical Inspectors (ABMEI) to provide the following effective June 26, 2022:
- (1) Provide employees in the Building Inspector Supervisor Certified I (3912) classification with an approximate 5.25% pensionable pay increase consistent with the Side Letter Agreement that has been signed by all parties; and
- (2) Provide employees in the Building Inspector Supervisor Certified II (3905) classification with an approximate 5.25% pensionable pay increase consistent with the Side Letter Agreement that has been signed by all parties.
- (d) Approve changes to Executive Management and Professional Employees in Unit 99 to provide the following effective June 26, 2022:
- (1) Provide employees in the Principal Engineer / Architect (3820) classification with an approximate 8.326611% pensionable pay increase.
- (e) Amend the City of San José Pay Plan as follows:
- (1) Increase the annual salary range of the classification of Engineer II (3813) to \$93,683.20 - \$118,601.60, effective June 26, 2022;
- (2) Increase the annual salary range of the classification of Sanitary Engineer FT/PT (5232/5231) to \$93,683.20 - \$118,601.60, effective June 26, 2022;
- (3) Increase the annual salary range of the classification of Architect / Landscape Architect II (3852) to \$93,683.20 - \$118,601.60, effective June 26, 2022;
- (4) Increase the annual salary range of the classification of Structure / Landscape Designer II (3842) to \$93,683.20 - \$118,601.60, effective June 26, 2022;
- (5) Increase the annual salary range of the classification of Associate Engineer FT/PT (3814/3828) to \$107,868.80 - \$136,572.80, effective June 26, 2022;
- (6) Increase the annual salary range of the classification of Associate Architect / Landscape Architect FT/PT (3848/3843) to \$107,868.80 - \$136,572.80, effective June 26, 2022;
- (7) Increase the annual salary range of the classification of Associate Structure / Landscape Designer (3855) to \$107,868.80 - \$136,572.80, effective June 26, 2022;
- (8) Increase the annual salary range of the classification of Engineering Geologist (3874) to \$107,889.60 - \$136,572.80, effective June 26, 2022;

- (9) Increase the annual salary range of the classification of Senior Engineer (3815) to \$124,259.20 - \$157,164.80, effective June 26, 2022;
- (10) Increase the annual salary range of the classification of Senior Architect / Landscape Architect (3844) to \$124,259.20 - \$157,164.80, effective June 26, 2022;
- (11) Increase the annual salary range of the classification of Construction Manager (3774) to \$119,496.00 - \$151,070.40, effective June 26, 2022;
- (12) Increase the annual salary range of the classification of Environmental Compliance Officer (8205) to \$109,990.40 - \$150,217.60, effective June 26, 2022;
- (13) Increase the annual salary range of the classification of Associate Transportation Specialist (3882) to \$98,238.40 - \$130,457.60, effective June 26, 2022;
- (14) Increase the annual salary range of the classification of Senior Transportation Specialist (3879) to \$119,496.00 - \$150,342.40, effective June 26, 2022;
- (15) Increase the annual salary range of the classification of Building Inspection Manager (3910) to \$126,651.20 - \$162,344.00, effective June 26, 2022;
- (16) Increase the annual salary range of the classification of Land Surveyor (3875) to \$120,411.20 - \$150,321.60, effective June 26, 2022;
- (17) Increase the annual salary range of the classification of Building Inspector Supervisor Certified I (3912) to \$118,913.60 - \$144,851.20, effective June 26, 2022;
- (18) Increase the annual salary range of the classification of Building Inspector Supervisor Certified II (3905) to \$122,200.00 - \$148,865.60, effective June 26, 2022;
- (19) Increase the annual salary range of the classification of Principal Engineer / Architect (3820) to \$147,066.27 - \$178,822.49, effective June 26, 2022;
- (20) Increase the annual salary range of the classification of Division Manager (8074) to \$112,792.89 - \$178,822.49, effective June 26, 2022;
- (21) Increase the annual salary range of the classification of Deputy Director U (1640) to \$127,732.57 - \$206,529.38, effective June 26, 2022;
- (22) Increase the annual salary range of the classification of Assistant Director U (8048) to \$146,282.03 - \$236,682.64, effective June 26, 2022;
- (23) Increase the annual salary range of the classification of Director, Communication U (1671) to \$152,398.92 - \$246,886.38, effective June 26, 2022;
- (24) Increase the annual salary ranges of the following classifications to \$167,337.53 - \$271,483.31, effective June 26, 2022:
- (i) Budget Director U (1656)
  - (ii) City Librarian U (6245)
  - (iii) Director, Aviation U (3546)
  - (v) Director, City Manager's Office U (1701)
  - (vi) Director, Community Energy U (3460)
  - (vii) Director, Economic Development U (1999)
  - (viii) Director, Emergency Management U (2341)
  - (ix) Director, Employee Relations U (1430)
  - (x) Director, Environmental Services U (1696)
  - (xi) Director, Finance U (1258)
  - (xii) Director, Housing U (3989)
  - (xiii) Director, Human Resources U (1429)
  - (xiv) Director, Information Technology U (1375)
  - (xv) Director, Parks, Recreation & Neighborhood Services U (3996)
  - (xvi) Director, Planning, Building & Code Enforcement U (4154)
  - (xvii) Director, Public Works U (3867)
  - (xviii) Director, Transportation U (3199)

(25) Increase the annual salary range of the classification of Deputy City Manager U (1686) to \$191,592.85 - \$309,856.57, effective June 26, 2022; and

(26) Increase the annual salary range of the classification of Assistant City Manager U (1688) to \$210,409.93 - \$340,842.23, effective June 26, 2022.

(2) Adopt a resolution to amend the City of San Jose Pay Plan to increase the annual salary range of the classification of City Manager U (1689) to \$295,614.89 - \$371, 827.89, effective June 26, 2022.

CEQA: Not a Project, File No. PP17 008, General Procedure & Policy Making resulting in no changes to the physical environment. (City Manager)

[Rules Committee referral 6/22/2022 - Item A.1.a]