

## Legislation Details (With Text)

<b>File #:</b>	22-825	<b>Version:</b>	1
<b>Type:</b>	Consent Agenda	<b>Status:</b>	Agenda Ready
<b>File created:</b>	5/24/2022	<b>In control:</b>	City Council
<b>On agenda:</b>	6/7/2022	<b>Final action:</b>	
<b>Title:</b>	Terms of Side Letter Agreements between the City of San José, the Municipal Employees' Federation, and City Association of Management Personnel, IFPTE, Local 21, Amending the Pay Plan, and Implementation of an Animal Shelter Veterinarian Hiring Incentive.		
<b>Sponsors:</b>			
<b>Indexes:</b>			
<b>Code sections:</b>			
<b>Attachments:</b>	1. Memorandum, 2. Resolution		

Date	Ver.	Action By	Action	Result
6/7/2022	1	City Council		

### **Terms of Side Letter Agreements between the City of San José, the Municipal Employees' Federation, and City Association of Management Personnel, IFPTE, Local 21, Amending the Pay Plan, and Implementation of an Animal Shelter Veterinarian Hiring Incentive.**

Adopt a resolution to:

(a) Approve the terms of a Side Letter Agreement with the Municipal Employees' Federation, AFSCME, Local 101 (MEF) to provide the following effective June 12, 2022:

(1) Provide employees in the Animal Care Attendant I FT/PT (3254/3257) classification with an approximate 3.87% pensionable pay increase consistent with the Side Letter Agreement that has been signed by all parties; and

(2) Provide employees in the Animal Health Technician FT/PT (3253/3260) classification with an approximate 12.99% pensionable pay increase consistent with the Side Letter Agreement that has been signed by all parties.

(b) Amend the City of San José Pay Plan as follows:

(1) Retitle the following classifications:

- (i) Animal Care Attendant I (3254) (formerly Animal Care Attendant); and
- (ii) Animal Care Attendant I PT (3257) (formerly Animal Care Attendant PT)

(2) Create the following classifications effective June 12, 2022:

- (i) Animal Care Attendant II (3261) with a salary range of \$49,587.20 - \$60,278.40 annually; and
- (ii) Animal Care Attendant II PT (3262) with a salary range of \$49,587.20 - \$60,278.40 annually.

(3) Increase the annual salary range of the classifications of Animal Care Attendant I (3254) to \$45,510.40-\$55,328.00, effective June 12, 2022;

(4) Increase the annual salary range of the classification of Animal Care Attendant I PT (3257) to \$45,510.40-\$55,328.00, effective June 12, 2022;

(5) Increase the annual salary range of the classifications of Animal Health Technician FT/PT (3253/3260) to \$54,080.00 - \$65,686.40, effective June 12, 2022; and

(6) Increase the annual salary range of the classification of Principal Power Resources Specialist (5254) to \$144,711.84 - \$180,888.61, effective June 12, 2022.

(c) Approve the terms of a Side Letter Agreement with the City Association of Management Personnel, IFPTE, Local 21 (CAMP) creating an Animal Shelter Veterinarian Hiring Incentive Pilot Program for new hires into the

Animal Shelter Veterinarian (FT) classification, effective June 12, 2022, for a period of up to two years.

(d) Approve creating an Animal Shelter Veterinarian Hiring Incentive Pilot Program for new hires in the Division Manager classification overseeing the Veterinarian Program, effective June 12, 2022, for a period of up to two (2) years.

CEQA: Not a Project, File No. PP17-010, City Organizational and Administrative Activities resulting in no changes to the physical environment. (City Manager)