

Legislation Details (With Text)

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On agenda: 8/23/2022 **Final action:**

Title: Terms of a Side Letter Agreement Between the City of San José and the City Association of Management Personnel, Amending the Pay Plan, Increasing the Hiring Incentive for the Division Manager Overseeing the Veterinarians, Expanding the Hiring Incentive to the Non-Medical Division Manager Position in Animal Care and Services, and Establishing a Retention Bonus for Division Managers Overseeing Animal Care and Services.

Sponsors:

Indexes:

Code sections:

Attachments: 1. Memorandum, 2. Resolution

Date	Ver.	Action By	Action	Result
8/23/2022	1	City Council		

Terms of a Side Letter Agreement Between the City of San José and the City Association of Management Personnel, Amending the Pay Plan, Increasing the Hiring Incentive for the Division Manager Overseeing the Veterinarians, Expanding the Hiring Incentive to the Non-Medical Division Manager Position in Animal Care and Services, and Establishing a Retention Bonus for Division Managers Overseeing Animal Care and Services.

Adopt a resolution to:

(a) Approve the terms of a Side Letter Agreement with the City Association of Management Personnel, IFPTE, Local 21 (CAMP) to provide the following effective September 4, 2022:

- (1) Provide employees in the Animal Shelter Veterinarian FT (3255) classification with an approximate 12.36% pensionable pay increase consistent with the Side Letter Agreement that has been signed by all parties;
- (2) Provide employees in the Animal Shelter Veterinarian PT (3256) classification with an approximate 4.50% pensionable pay increase consistent with the Side Letter Agreement that has been signed by all parties; and
- (3) Increase the hiring incentive for new hires in the Animal Shelter Veterinarian FT (3255) classification to be paid consistent with the Side Letter.

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

- (1) Increase the annual salary range of the classification of Animal Shelter Veterinarian FT (3255) to \$139,235.20 - \$169,624.00, effective September 4, 2022; and
- (2) Increase the annual salary range of the classification Animal Shelter Veterinarian PT (3256) to \$122,491.20 - \$169,624.00, effective September 4, 2022.

(c) Approve an increase to the hiring incentive for new hires in the Division Manager classification in Animal Care and Services effective for employees hired into this position between September 4, 2022, through June 30, 2024.

(d) Approve expansion of the hiring incentive to include the non-medical Division Manager position in Animal Care and Services.

(e) Approve a retention bonus for the Division Manager classification in Animal Care and Services effective for employees hired into this position prior to September 4, 2022.

CEQA: Not a Project, File No. PP17 008, General Procedure and Policy Making resulting in no changes to the

physical environment. (City Manager)