

SIDE LETTER AGREEMENT

BETWEEN
THE CITY OF SAN JOSE
AND
THE MUNICIPAL EMPLOYEES' FEDERATION, AFSCME, LOCAL NO. 101 (MEF)

Special Wage Adjustment – Biologist, Chemist, and Microbiologist

In recognition of the recruitment and retention issues in these classification series, as well as a salary survey that shows these classifications are under market with comparable jurisdictions, the City and the Municipal Employees' Federation (MEF) agree that the Chemist I/II and Microbiologist I/II flexibly-staffed series will be created based on the classification specifications agreed to by the parties in April 2023, and to the following special wage adjustments:

Classification	Maximum Pensionable Rate of Pay (Hourly)		Classification	Maximum Pensionable Rate of Pay (Hourly)	Approx. Percent Increase Above Current Classification
Biologist	\$ 48.08	→	Biologist	\$ 57.22	19.00%
Chemist	\$ 48.08	→	Chemist I (Retitled)	\$ 51.93	8.00%
		→	Chemist II (New Classification)	\$ 57.22	19.00%
Microbiologist	\$ 48.08	→	Microbiologist I (Retitled)	\$ 51.93	8.00%
		→	Microbiologist II (New Classification)	\$ 57.22	19.00%

This Agreement is considered part of the tentative agreement for a successor MOA between the parties. This Agreement shall become effective only as part of the overall tentative agreement for a successor MOA, when signed by all parties below, ratified by MEF and approved by the City Council in open session. These adjustments shall be made the first full pay period after City Council approval in open session.

FOR THE CITY:

J Schembri

8/15/2023

Jennifer Schembri
Director of Employee Relations
Director of Human Resources

Date

Elsa Cordova

8/15/2023

Elsa Cordova
Assistant to the City Manager, OER

Date

FOR THE UNION:

John Tucker

John Tucker
Business Agent, AFSCME

Date

Cindy Harlin

8/15/2023

Cindy Harlin
President, MEF

Date