

SIDE LETTER AGREEMENT

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

Salary Surveys

The City of San José (City) and the Municipal Employees' Federation (MEF) agree that the City will conduct salary surveys for the following classifications utilizing the definition of market as agreed to as part of the overall tentative agreement for a successor MOA, provided that they have a vacancy rate of 10% or greater at the time of the survey and are experiencing recruitment and retention issues:

- Network Technician I/II/III
- Zoo Keeper
- Environmental Services Specialist

It is the goal of the City and MEF for these salary surveys to be completed within 6 months following a tentative agreement between the parties on a successor Memorandum of Agreement (MOA). Following this review, the City agrees to discuss with MEF the results of the surveys, including potential wage adjustments recommended as a result of the survey. Any potential wage adjustments shall be dependent on available budgetary funding at that time. This shall not be construed as an agreement to provide wage adjustments for the classifications noted above.


The City will also conduct a review of the classification specifications for the following classifications:

- Crime and Intelligence Analyst
- Crime Prevention Specialist
- Facility Attendant
- Police Data Specialist I/II
- Police Property Specialist I/II


Once any recommended classification specification revisions have been completed and approved by the Civil Service Commission (CSC), the City will conduct salary surveys for these classifications utilizing the definition of market as agreed to as part of the overall tentative agreement for a successor MOA. It is the goal of the City and MEF for these salary surveys to be completed within 1 month of the CSC adopting these classification specification revisions. Following the completion of each salary survey, the City agrees to discuss with MEF the results of the surveys, including potential wage adjustments recommended as a result of the survey. Any potential wage adjustments shall be dependent on available budgetary funding at that time. This shall not be construed as an agreement to provide wage adjustments for the classifications noted above.

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 the union and approved by the City Council in open session.

FOR THE CITY:

 8/15/2023

Jennifer Schembri Date
Director of Employee Relations
Director of Human Resources

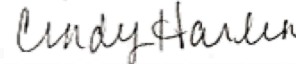
 8/15/2023

Elsa Cordova Date
Assistant to the City Manager
City of San José

FOR THE UNION:

 8/15/23

John Tucker Date
Business Agent
AFSCME, Local 101

 8/15/2023

Cindy Harlin Date
President, MEF