

**SIDE LETTER AGREEMENT**

BETWEEN  
THE CITY OF SAN JOSE  
AND  
THE ASSOCIATION OF BUILDING, MECHANICAL AND ELECTRICAL INSPECTORS  
(ABMEI)

**SPECIAL WAGE ADJUSTMENT**

**SENIOR BUILDING INSPECTOR COMBINATION CERTIFIED  
BUILDING INSPECTOR SUPERVISOR CERTIFIED I/II**

In recognition of the recruitment and retention issues in this classification, as well as a salary survey that shows the Senior Building Inspector Combination Certified classification is under market with comparable jurisdictions, the following increase will be given to bring this classification to market. The increase for Building Inspector Supervisor Certified I/II will be done in order to address compaction due to the increase for the Senior Building Inspector.

Effective no earlier than the first full pay period of Fiscal Year 2023-2024 and after this agreement is signed by all parties below and approved by the City Council in open session, employees in the classifications listed below shall receive the following pensionable wage increase:

Classification	Pensionable Increase
Senior Building Inspector Combination Certified (3904)	8.6%
Building Inspector Supervisor Certified I/II (3912/3905)	4.0%

This will result in an increase to the top and bottom of the salary range of employees in 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 ABMEI and approved by the City Council.

**FOR THE CITY:**

**FOR THE UNION:**

  
\_\_\_\_\_  
Jennifer Schembri  
Director of Human Resources  
Director of Employee Relations

  
Date

  
\_\_\_\_\_  
Mary Reed  
ABMEI President

  
Date