

5/24/18

2018 ABMEI NEGOTIATIONS PACKAGE PROPOAL A

TERM

- July 1, 2018 – June 30, 2021

WAGES

Fiscal Year 2018-2019

- 5% ongoing non-pensionable compensation increase effective Fiscal Year 2018-2019. Effective July 1, 2018, all employees holding positions in classifications assigned to ABMEI shall receive an approximate 5% ongoing non-pensionable compensation increase.

Fiscal Year 2019-2020

- 3% general wage increase effective Fiscal Year 2019-2020. Effective June 30, 2019, all salary ranges for employees holding positions in classifications assigned to ABMEI shall be increased by approximately 3%.

Fiscal Year 2020-2021

- 3% general wage increase effective Fiscal Year 2020-2021. Effective June 28, 2020, all salary ranges for employees holding positions in classifications assigned to ABMEI shall be increased by approximately 3%.

PREMIUM PAY

- Premium Pay (See Attached)

HOUSEKEEPING

- Non-Generic Prescriptions (As proposed March 28, 2018)
- Employee Commute Benefit Program (As proposed March 28, 2018)

EDUCATION AND PROFESSIONAL INCENTIVES

- Educational and Professional Incentives (See Attached)

UNION RELEASE TIME

- Union Release Time (See Attached)

RE-OPENERS

- City Medical Benefits Reopener- (As proposed March 26, 2018)

** This package proposal is submitted in an attempt to reach a settlement. In the event the package proposal is not accepted in its entirety, the City reserves the right to modify, amend and/or add proposals.*

2018 CITY OF SAN JOSE – ABMEI NEGOTIATIONS

CITY PROPOSAL – PREMIUM PAY

City Proposed Language:

ARTICLE 5.16 PREMIUM PAY

5.16 Premium Pay

Employees shall receive a professional achievement incentive of 1.0% (paid biweekly) in addition to their base salary as follows. In order to receive the professional achievement incentive, the employee must hold commercial certifications in all four trade areas (Building, Plumbing, Mechanical and Electrical). This non-pensionable premium pay becomes effective the first full pay period after the date of an approved application is received by the Payroll Department.

CITY PROPOSAL – EDUCATION AND PROFESSIONAL INCENTIVES

City Proposed Language:

ARTICLE 5.9 EDUCATION AND PROFESSIONAL INCETIVES

5.9 Educational and Professional Incentives

5.9.1 Educational and Professional Program: The City will reimburse each employee one-hundred percent (100%) of expenses incurred, up to \$1000.00 per fiscal year, for registration, tuition, fees, and textbooks for college accredited courses which are either related to or beneficial for the employee's current position or related to or beneficial for a lateral transfer, promotion or other career opportunity within the City service as approved by the Department Director or designee. Of the \$1000.00 amount, up to \$600.00 may be used for code books, code commentary, code related study guides, professional reference books, and professional reference standards, non-college accredited courses, Continuing Education Units, Adult Education Classes, workshops, membership dues in professional associations, professional licenses, and professional certificates which are either related to or beneficial for the employee's current position or related to or beneficial for a lateral transfer, promotion or other career opportunity within the City service, as approved by the Department Director or designee. City Policy Manual Section 4.3.1, Education Reimbursement, outlines additional details of the program.

5.9.1.1 Permanent employees serving a promotional probationary period shall be eligible for the Educational and Professional Program.

CITY PROPOSAL – UNION RELEASE TIME

City's Proposed Language:

ARTICLE 35 UNION RELEASE TIME

35.1 City Paid Union Release Time (URT). The designated bargaining unit representative(s) shall use the City Paid Union Release Time (URT) payroll code for any paid time off eligible for release time from regular City duties to attend authorized meetings. Upon request by the City, the bargaining unit representative(s) shall provide the City with a general explanation of the business conducted when the URT code is used.