

SENT VIA EMAIL

November 12, 2019

Mary Blanco
Business Representative
Operating Engineers Local Union, No. 3
1654 The Alameda, Suite 110
San Jose, CA 95126

RE: Request for Information

Dear Mary:

This is in response to your letter dated October 29, 2019, regarding your formal request for information. Listed below is our response to the information you requested. Unless otherwise noted, information listed below is in reference to the Peace Officer Park Ranger Association (POPRA) employees only.

1. Number of coded positions in the bargaining unit by budget code.

Per the 2019-2020 Adopted Budget there are 15.0 Full Time Equivalent (FTE) budgeted from the General Fund and 1.0 FTE budgeted from other funds. Full time Equivalent (FTEs) are the combined total number of budgeted full-time positions. We are also providing a report which lists the vis-codes from which POPRA employees are funded. As we discussed, if an employee is funded by multiple funding sources, they will appear on this report multiple times. Please note that given the confidential nature of the information contained in this report, we will be sending this attachment separately.

Additional information regarding the City's [2019-2020 Adopted Budget](#) can be found on the City of San Jose's website.

2. Cost of a 1% salary increase based on the number of coded positions in the bargaining unit.

Per the 2019-2020 Adopted Budget, the cost of a 1% total compensation increase is approximately \$21,109.

3. Number of permanent/probationary employees.

As of November 7, 2019, there were approximately 4 probationary employees and 7 permanent employees in POPRA.

4. Total annual salary cost.

Per the 2019-2020 Adopted Budget, the total base salary and associated fringe is approximately \$1,859,941.00 for POPRA employees.

5. Annual salary cost paid from the general fund.

Per the 2018-2019 Adopted Budget, the total base salary and associated fringe paid from the general fund is approximately \$1,754,472.00 for POPRA employees.

6. Federated Retirement normal employee cost.

Please refer to the table below for Tier 1 and Tier 2 contribution rates.

“Normal cost” is the portion of the present value of future benefits allocated to the current year by the actuarial cost method. “Unfunded Actuarial Liability (UAL)” is the difference between Actuarial Liability and either Market or the Actuarial Value of Assets. This value is sometimes referred to as “unfunded actuarial accrued liability.” It represents the difference between the actual assets and the amount of assets expected by the actuarial cost method as of the valuation date. Member contributions equal 3/11th of the Normal Cost Rate (excluding reciprocity) for Tier 1 and 50% of the total contribution rate for Tier 2. Tier 1 members who were rehired into Tier 2 and then returned to Tier 2 under Measure F also pay half of the increased cost attributable to their Tier 2 service.

Additional information regarding retirement costs can be found in the [actuarial valuation report](#) on the City of San Jose’s website.

Table VI-3

	Fiscal Year Ending 2020			Fiscal Year Ending 2019		
	Basic	COLA	Total	Basic	COLA	Total
Tier 1						
Normal Cost Rate	4.90%	1.89%	6.79%	4.74%	1.79%	6.53%
Admin Expense Rate	0.18%	0.09%	0.27%	0.19%	0.09%	0.28%
Regular Member Rate	5.08%	1.98%	7.06%	4.93%	1.88%	6.81%
Measure F UAL Rate	0.06%	0.04%	0.10%	0.03%	0.01%	0.04%
Average Member Rate	5.14%	2.02%	7.16%	4.96%	1.89%	6.85%
Tier 2						
Normal Cost Rate	6.48%	1.08%	7.56%	6.30%	1.13%	7.43%
Admin Expense Rate	0.44%	0.06%	0.50%	0.45%	0.05%	0.50%
UAL Rate	0.18%	0.09%	0.27%	0.22%	0.13%	0.35%
Member Rate	7.10%	1.23%	8.33%	6.97%	1.31%	8.28%

7. Age/Years of service data.

Please see the attached for a list of this data without names for POPRA represented employees. Please note that given the confidential nature of the information contained in this list, we will be sending this attachment separately.

8. Number of employees eligible for retiree medical.

There are approximately 2 POPRA represented employees who are eligible for retiree medical provided they meet the service hour requirements at the time of retirement.

9. Names of employees who receive safety shoes over the past three years.

Please see the attached for a list of the names of the employees who received safety shoe vouchers for the past three years. Please note that we will be sending this attachment separately.

10. Names of employees who received a uniform allowance for the past three years.

Please see the attached for a list of the names of the employees who received a uniform allowance for the past three years. Please note that we will be sending this attachment separately.

11. Names of employees who received bilingual pay for the past three years.

Please see the attached for a list of the names of the employees who received bilingual pay for the past three years. Please note that we will be sending this attachment separately.

Please let me know if you have any questions.

Sincerely,



Elsa Cordova
Assistant to the City Manager

c. Jennifer Schembri, Director of Employee Relations