

2021 CAMP NEGOTIATIONS PACKAGE PROPOSAL B

TERM

- July 1, 2021 – June 30, 2023

WAGES

- Fiscal Year 2021-2022

2.25% general wage increase effective the first full pay period in Fiscal Year 2021-2022 following union ratification and Council approval in open session. Effective the first full pay period in Fiscal Year 2021-2022 following union ratification and Council approval in open session, all salary ranges for employees holding positions in classifications assigned to CAMP shall be increased by approximately 2.25%.

- Fiscal Year 2022-2023

2.25% general wage increase effective the first full pay period of Fiscal Year 2022-2023. Effective the first full pay period of Fiscal Year 2022-2023, all salary ranges for employees holding positions in classifications assigned to CAMP shall be increased by approximately 2.25%.

LEAVES

- Executive Leave Proration (As proposed to CAMP on April 30, 2021)

BENEFITS

- Professional Development Program Counterproposal (AMSP, CAMP – See Attached)

DISCIPLINE

- Disciplinary Appeals (As proposed to CAMP on April 16, 2021)

CONTRACTING OUT

- Contracting Out (As counterproposed to CAMP on April 23, 2021)

SIDE LETTERS

- Reallocation Program (As counterproposed to AEA, AMSP, and CAMP on April 30, 2021)
- Supervising CSO Duties (As counterproposed to CAMP on May 7, 2021)
- Management Performance Program (As counterproposed to AEA, AMSP, and CAMP on May 7, 2021)
- Bilingual Pay (AEA, AMSP, and CAMP – See Attached)
- Resuming-On-Site Work Safely (See Attached)
- Flexible Workplace Policy (See Attached)

TENTATIVE AGREEMENTS

- Absent Without Leave (As proposed to CAMP on April 16, 2021)

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- Bereavement Leave (As proposed to CAMP on April 16, 2021)
- Four Hour Rule (As counterproposed to CAMP on April 30, 2021)
- Professional Development Program Proration (As proposed to CAMP on April 16, 2021)
- City Paid Union Release Time Code (As proposed to CAMP on April 16, 2021)

OTHER TERMS

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.

2021 CITY OF SAN JOSE – CAMP NEGOTIATIONS

CITY COUNTERPROPOSAL – PROFESSIONAL DEVELOPMENT PROGRAM

City Proposed Language:

11.7 Professional Development Program The City will reimburse each employee 100% of eligible expenses incurred, up to ~~\$1,000~~\$1,500 per fiscal year, pursuant to the terms and conditions of the Professional Development Program for employees represented by CAMP, IFPTE, Local 21 as described in the City Policy Manual's Professional Development Program.

11.7.1 A total of \$500 (of the ~~\$1,000~~\$1,500 annual maximum) may be reimbursed for professional materials pursuant to the terms and conditions of the Professional Development Program for employees represented by CAMP, IFPTE, Local 21 as described in the City Policy Manual's Professional Development Program, provided that the materials relate to and are beneficial for the work of the employee's current City position or occupation or are required of the employee's current City position or occupation.

Side Letter Agreement

BETWEEN
THE CITY OF SAN JOSE
And

THE ASSOCIATION OF ENGINEERS AND ARCHITECTS (AEA) IFPTE, Local 21
ASSOCIATION OF MAINTENANCE SUPERVISORY PERSONNEL (AMSP), IFPTE, Local 21
CITY ASSOCIATION OF MANAGEMENT PERSONNEL (CAMP), IFPTE, Local 21

BILINGUAL PAY

The City and the Association of Engineers and Architects (AEA), the Association of Maintenance Supervisory Personnel (AMSP), and the City Association of Management Personnel (CAMP) agree to continue discussions related to City's Bilingual Pay Policy and related MOA provisions.

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 IFPTE and approved by the City Council.

FOR THE CITY:

Jennifer Schembri Date
Director of Employee Relations
Director of Human Resources

FOR THE UNION:

Matt Mason Date
Business Representative, IFPTE, Local 21

Florin LaPustea Date
AEA President, IFPTE, Local 21

Jesse Perez Date
AMSP President, IFPTE, Local 21

Olympia Williams Date
CAMP President, IFPTE, Local 21

Side Letter Agreement

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CITY ASSOCIATION OF MANAGEMENT PERSONNEL (CAMP), IFPTE, Local 21

RESUMING ON-SITE WORK SAFELY

The City will continue to provide the Association of Engineers and Architects (AEA), the Association of Maintenance Supervisory Personnel (AMSP), and the City Association of Management Personnel (CAMP) with advance notice on issues concerning COVID-19 that are subject to the meet and confer process, including changes to the city/state or county guidelines.

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 IFPTE and approved by the City Council.

FOR THE CITY:

FOR THE UNION:

Jennifer Schembri Date
Director of Employee Relations
Director of Human Resources

Matt Mason Date
Business Representative, IFPTE, Local 21

Florin LaPustea Date
AEA President, IFPTE, Local 21

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FLEXIBLE WORKPLACE POLICY

The City and IFPTE are committed to continuing discussions related to the City's Flexible Workplace Policy. The City will continue to follow the process and guidelines provided in City Policy Manual, Section 4.2.14, Flexible Workplace Policy.

Additionally, the City will provide advance notice of any changes to the Flexible Workplace Policy that are subject to the meet and confer process, no later than August 1, 2021.

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FOR THE UNION:

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Director of Employee Relations
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