



April 14th, 2022

Sender's Email: john.tucker@ca.afscme57.org

Sent Via Email

Jennifer Schembri
Director of City Manager's Office of Employee Relations / Director of Human Resources
City of San Jose
200 E Santa Clara St
San Jose, CA 95113

Re: Information Request for Wage Reopener

Dear Ms. Schembri,

The Union Coalition is requesting the following information:

- 1) Identify the budgeted vacancy rate for each of the past five (5) years.
- 2) Identify the actual (average) vacancy rate for each of the past five (5) years.
- 3) Identify the ending fund balance in the personnel appropriation over each of the past five (5) years.
- 4) If different from item 3 above, please identify the dollar amount of salary savings as a result of vacant budgeted positions for each of the last five (5) years.
- 5) Identify which (union coalition) classifications the City has performed a compensation study on in the last three (3) years and if a "special" wage increase occurred as a result of that study, please indicate how much.
- 6) Identify the metrics or formula the City uses to determine which classifications are "hard-to-fill" (recruitment issues) and the metrics or formula the City uses to determine if a classification has retention problems.
- 7) Identify which (union coalition) classifications the City considers to have recruitment and/or retention issues.

Please let me know if you expect this information to take longer than two (2) weeks.

Yours,

John Tucker
Business Agent
AFSCME Council 57 / AFSCME Local 101
1150 North First St. Suite #101
San Jose, CA 95112

CC:

City of San Jose Bargaining Team
Coalition Bargaining Team

Encl: ~