

March 13, 2023

Mary Reed
200 E. Santa Clara Street
San Jose, CA 95113

RE: Information Request, dated February 13, 2023

Dear Ms. Reed:

Below please find the remaining information that is responsive to your information request, dated February 13, 2023

1. The cost of a 1% wage increase for all non-sworn represented bargaining units, with each bargaining unit itemized separately, including the following detail:
 - a. Total base salary cost
 - b. Total fringe cost due to pension and other salary driven payroll costs

Unit	Base Salary Cost	Fringe Cost
ABMEI	\$ 118,917	\$ 12,708
AEA	\$ 459,091	\$ 42,999
ALP	\$ 88,262	\$ 8,747
AMSP	\$ 161,061	\$ 23,288
CAMP	\$ 711,071	\$ 86,091
IBEW	\$ 102,976	\$ 12,337
MEF	\$ 1,897,093	\$ 180,148
OE#3	\$ 636,177	\$ 59,501
SJPDA	\$ 166,153	\$ 18,779

This data is from the City's 2023-2024 Base Budget.

8. The current budgeted vacancy rate for each department

Below please find a table with the budgeted vacancy factor for each Department.

Department	Budgeted Vacancy Factor
Airport	2%
Attorney	1%
Auditor	0%
Clerk	0%

Department	Budgeted Vacancy Factor
City Manager	1%
Community Energy	2%
Economic Development & Cultural Affairs	1%
Environmental Services	2%
Finance	2%
Fire	3%
Housing	0%
Human Resources	0.5%
Independent Police Auditor	0%
Information Technology	3%
Library	2%
Mayor / Council	0%
Parks, Recreation, and Neighborhood Services	2%
Planning, Building, and Code Enforcement	2%
Police	1%
Public Works	1%
Retirement Services	0%
Transportation	0.7%

9. The number of employees in each non-sworn bargaining unit who have taken parental leave for each of the past five fiscal years or an estimate if exact data is not available.

Bargaining / Employee Unit	# of Employees That Used PPL	Total Earnings of PPL ¹	Annualized PPL Earnings ¹
AEA	22	\$ 45,898.96	\$ 33,238.50
ALP	2	\$ 5,446.33	\$ 3,944.05
AMSP	1	\$ 1,777.20	\$ 1,286.99
CAMP	20	\$ 45,583.20	\$ 33,009.83
MEF	67	\$ 104,705.74	\$ 75,824.41
OE#3	26	\$ 35,434.24	\$ 25,660.30
SJPDA	1	\$ 1,689.60	\$ 1,223.55
Unit 84	-	-	-
Unit 99	10	\$ 26,397.40	\$ 19,116.12
IBEW	1	\$ 2,364.80	\$ 5,137.53

Sincerely,



Jennifer Schembri
 Director of Employee Relations
 Director of Human Resources

¹ These earnings do not include any ongoing non-pensionable compensation increase or premium pay that the employee may have received as a result of using PPL. These earnings also do not include any sick leave that an employee may have used pursuant to the terms of the PPL Pilot Program.