



Ms. Schembri,

I am writing on behalf of ABMEI in my capacity as a member of the ABMEI Negotiating Committee. ABMEI hereby requests information from the City of San Jose pursuant to PERB caselaw. The information requested herein is necessary and relevant to ABMEI discharge of its duty of representation and pertains immediately to mandatory subjects of bargaining. ABMEI requests the following information and ask that these items be provided by **March 20, 2023**:

- 1) The cost of a 1% wage increase for ABMEI, including the following detail:
  - a. Total base salary cost
  - b. Total fringe cost due to pension and other salary driven payroll costs with an explanation
- 2) A list of all ABMEI represented employees, including the following:
  - a. Employee name and age
  - b. Job classification
  - c. Date of hire
  - d. Pension tier
  - e. Budgeted salary
  - f. Other budgeted payroll costs
  - g. Source of funds for the position
- 3) A list of all vacant positions, including the following:
  - a. Job classification
  - b. Budgeted pay for the position
  - c. Date position became vacant
  - d. Current stage in the hiring process
  - e. Budgeted vacancy rate and actual vacancy rate
- 4) A list of total departures from city employment for each of the past five years, including departure type (retirements, resignations, terminations, etc.), date of departure, job classification, and reason for departure if available.
- 5) The following data pertaining to recruitment of new employees for each of the past five fiscal years:
  - a. A list of all recruitments that have not resulted in the hiring of a candidate.
  - b. A list of all recruitments that were extended or re-opened due to inability to hire a qualified candidate or attract applicants on the first attempt.
  - c. The number of job offers declined for each fiscal year, including the reason the offer was declined if available.
- 6) The number of inspections requested and performed for each of the past five years
- 7) The average time to receive an inspection for each of the past five years
- 8) The total dollar amount issued for all education reimbursements for each of the past five years

If you have any questions regarding the scope of the requests herein or anticipate that the time required to copy records will delay their release, please contact me. Otherwise, please send the records requested herein as soon as possible and on a rolling basis if necessary. ABMEI respectfully reminds the City of San Jose that, pursuant to PERB caselaw, it must supply the requested information in a timely manner or make a timely explanation for its inability to do so. A failure to do so constitutes an unfair practice, and ABMEI will take all legally permissible steps necessary to enforce its right to the information requested herein.

Thank you,

Shawn Moresco

ABMEI – Negotiating Committee