

Proposal made by MEF - AFSCME Local 101 to the City of San Jose

The provisions contained herein are individual proposals. Language not changed herein will remain unchanged. The Union(s) reserves the right to amend, withdraw or add to this proposal.

Submitted on: 05/03/2023 @\_\_\_\_\_

WHEREAS the City of San Jose is experiencing workforce shortages across many critical service areas and will need to adopt creative policies to recruit and retain the next generation of public servants.

WHEREAS the high cost of housing is an impediment to attracting and retaining qualified city workers and high staff turnover rates directly impact the quality of services our residents receive.

WHEREAS the federal government, state government and many local governments providing assistance in purchasing a home for teachers and first responders, but not for other essential city employees.

THEREFORE the union and the employer jointly resolve to explore the feasibility of creating the following benefits to attract qualified public servants and to retain high quality staff:

- a. The creation of a downpayment assistance program for the city workforce.
- b. The development of affordable workforce housing for city employees.

#### 1.2 Joint Committee on Housing the City's Workforce

The parties agree to convene a Joint Committee on Housing the City's Workforce, which shall consist of representatives of each union representing non-safety employees, as sworn employees are already eligible for other state, local and federal housing assistance programs. The parties shall meet not less than bi-monthly through the first year of the contract term or until an agreement is reached. The parties agree that the goal of the Joint Committee shall be to reach a mutual agreement which shall be recommended by the parties to city council for final approval.