

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 @ _____

MEF-AFSCME Proposals for Classification Market adjustments, Hard-to-Fill adjustments, classification, and compensation studies

All equity adjustment agreements pending adjustment after COLA increases.

Classification	Proposal
Analyst Series	Market increase of the Analyst series of 17.41%
Animal Care Attendant series	Market increase of the Animal Care series of 13.94%
Animal Services Dispatcher & Officer series	Market increase of Animal Services Officer series of 9.5%
Police Data Specialists series	Market increase of (placeholder)
Code Enforcement series	Market increase for series of 11.99%
Crime Analyst	Market increase of 36.01%
Crime Prevention Specialist series	Market increase of 19.06%
Environmental Services Specialist series	Market increase for series of 17.48%
Public Safety Dispatcher	Hard-to-Fill increase of 20%
Network Technician series	Market increase or series of 10.67%
Police Property Specialist series	Market increase for series of 23.70%
Recreation Leader series	Market increase for series of 26.62%
Zookeeper	City to perform classification and compensation study within 3 months of ratification (last study performed in 1998)
Creation of "Amusement Park Worker I & II"	Union and City will meet and confer within 3 months of ratification to meet and confer over a new classification of an amusement park worker.
Chemists, Microbiologists, & Biologists series	Market increase of all series of 25%
Facilities Attendant	City to perform classification and compensation study within 3 months of ratification
Social Workers	See main proposal