



Memorandum

TO: HONORABLE MAYOR AND
CITY COUNCIL

FROM: Jennifer Schembri

SUBJECT: RECRUITMENT AND RETENTION SERVICE ENHANCEMENT **DATE:** May 21, 2023

Approved

Date: 5/22/2023

BACKGROUND

City Council's approval of the Mayor's March Budget Message for Fiscal Year 2023-2024 included a memorandum from Councilmembers Davis, Torres, Ortiz, Doan, and Batra that directed the City Manager to provide a cost estimate to bolster the City's hiring and retention work by improving our family friendly policies such as childcare benefits, strengthening our Paid Family Leave program, investing in competitive salaries, and rewarding retention.

ANALYSIS

In 2021, the City negotiated a Paid Parental Leave pilot program with multiple bargaining units that provides full-time employees represented by those bargaining units with 40 hours of City-paid time off for the birth of a child or placement of a child through adoption or foster care. In addition, the pilot program allows the use of up to 120 hours of available sick leave while bonding with the child. Since 2021, the program has been used by approximately 150 City employees and interest has arisen to expand the program and to evaluate other means of improving family friendly policies. An informational memorandum was distributed in March 2023 with more information regarding the [Paid Parental Leave pilot program](#)¹.

Matters concerning employee wages, hours, and working conditions, including but not limited to paid leave and childcare, are subject to the meet and confer process pursuant to the Meyers-Milias-Brown Act (MMBA). The Office of Employee Relations has brought matters pertaining to childcare benefits, the City's Paid Family Leave program, salaries, and rewards for retention into closed session for further discussion related to ongoing negotiations and will continue to negotiate with the City's bargaining units over such matters consistent with the authorization given to the City's negotiating team in closed session.

¹ <https://www.sanjoseca.gov/home/showpublisheddocument/95403/638144764000100000>

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COORDINATION

This memorandum has been coordinated with the City Manager's Budget Office.

/s/

JENNIFER SCHEMBRI
Director of Employee Relations
Director of Human Resources