

## 2023 CAMP NEGOTIATIONS PACKAGE PROPOSAL D

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### TERM

- July 1, 2023 – June 30, 2026

### WAGES

- Fiscal Year 2023-2024

3.5% general wage increase effective the first full pay period in Fiscal Year 2023-2024 following union ratification and Council approval in open session. Effective the first full pay period in Fiscal Year 2023-2024 following union ratification and Council approval in open session, all salary ranges for employees holding positions in classifications assigned to CAMP shall be increased by approximately 3.5%.

- Fiscal Year 2024-2025

3% general wage increase effective the first full pay period of Fiscal Year 2024-2025. Effective the first full pay period of Fiscal Year 2024-2025, all salary ranges for employees holding positions in classifications assigned to CAMP shall be increased by approximately 3%.

- Fiscal Year 2025-2026

3% general wage increase effective the first full pay period of Fiscal Year 2025-2026. Effective the first full pay period of Fiscal Year 2025-2026, all salary ranges for employees holding positions in classifications assigned to CAMP shall be increased by approximately 3%.

### WAGES AND SPECIAL PAY

- Protective Footwear (As Proposed in City Package C)
- Bilingual Pay (See Attached)

### BENEFITS

- Health-In-Lieu (As Proposed in City Package A)

### HOLIDAYS

- Holidays (As Proposed in City Package B)

### CHILDCARE

- Childcare (As Proposed in City Package B)

### LEAVES

- Paid Parental Leave (As Proposed in City Package A)

### WORKING IN A HIGHER CLASSIFICATION

- Working in a Higher Classification (As Proposed in City Package A)

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### PROFESSIONAL DEVELOPMENT PROGRAM

- Professional Development Program (As Proposed in City Package A)

### SIDE LETTERS

- Supervising Community Services Officer Duties (As Proposed in City Package A)
- Unit Designation of Assistant Arborist Classification (See Attached)

### OTHER

- Overpayments of Compensation (As Proposed in City Package C)
- Emergency Center Operations Activations (As Proposed in City Package A)
- Period of Memorandum of Agreement (As Proposed in City Package A)
- Definition of the Market (As Proposed in City Package A)

### DISCIPLINE

- Discipline Appeals (Placeholder)

### LAYOFF

- Layoffs & Bumping, and Layoff Reinstatement List (Placeholder)

### HOUSEKEEPING

- City Healthcare Program (As Proposed in City Package A)

### TENTATIVE AGREEMENTS

- Housekeeping - Sick Leave
- Maintenance in Membership and Union Dues
- Bereavement Leave

### OTHER TERMS

*This package proposal is submitted in an attempt to reach a settlement. In the event the package proposal is not accepted in its entirety, the City reserves the right to modify, amend and/or add proposals.*

**CITY PROPOSAL TO AEA, AMSP, AND CAMP – WAGES AND SPECIAL PAY**

City Proposed Language:

**ARTICLE 10 WAGES AND SPECIAL PAY**

10.X Bilingual Pay

10.X.1 To be eligible for a bilingual premium pay, An employee must meet at least one of the following eligibility requirements and must be certified as bilingual for oral communication, written translation or sign language duties according to the current established procedure.

10.X.1.1 The employee is currently assigned to a position selectively certified based on bilingual ability by the Director of Human Resources, or his/her designee, or

10.X.1.2 The duties currently assigned and currently being performed by an employee have been designated by the Department Director or his/her designee as requiring utilization of a non-English language on a regular basis.

Each department is responsible for ensuring that employees receiving a bilingual pay premium pay meet the requirements set forth herein.

10.X.2 Each full-time employee who meets the above eligibility requirements shall be compensated for performing oral communication, or sign language duties, at the rate of \$29.00 per biweekly pay period and for performing written translation duties at the rate of ~~\$4060.00~~ per biweekly pay period for each pay period actually worked.

10.X.3 Each part-time benefited employee who meets the above eligibility requirements shall be compensated for performing oral communication, or sign language duties, at the rate of \$19.00 per biweekly pay period and for performing written translation duties at the rate of ~~\$3050.00~~ per biweekly pay period for each pay period actually worked.

10.X.4 Each part-time unbenefited employee who meets the above eligibility requirements shall be compensated for performing oral communication, sign language duties, and written translation duties at the rate of \$0.50 per hour.

## **2023 CITY OF SAN JOSÉ – AEA, AMSP, AND CAMP NEGOTIATIONS**

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10.X.5 If an eligible employee is on paid leave for a period of one full pay period or more, the employee will not receive bilingual pay for that period.

10.X.6 If an employee who receives bilingual pay refuses to provide interpretation or translation services for which they are certified, the employee shall no longer be eligible to receive bilingual pay. This determination shall be made by the City Manager or designee in consultation with the Department Director.

