

2023 MEF NEGOTIATIONS PACKAGE PROPOSAL D

TERM

- July 1, 2023 – June 30, 2026

WAGES

- Fiscal Year 2023-2024

3.50% 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 MEF shall be increased by approximately 3.50%.

- Fiscal Year 2024-2025

3.25% 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 MEF shall be increased by approximately 3.25%.

- Fiscal Year 2025-2026

3.00% 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 MEF shall be increased by approximately 3.00%.

WAGES AND SPECIAL PAY

- Protective Footwear (As Proposed in City Package C)
- 7.7, Call Back, and Standby Pay (As Proposed in City Package A)
- Meal Allowance (As Proposed in City Package C)
- Incorporation of Shift Differential Hours Side Letter Agreement (As Proposed in City Package A)
- Bilingual Pay (As Proposed in City Package B)
- Apparel Allowance (As Proposed in City Package C)
- Public Safety Radio Dispatcher Certification Pay (As Proposed in City Package C)

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)

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LEAVES

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

WORKING IN A HIGHER CLASSIFICATION

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

RETIREMENT ADMINISTRATIVE COSTS

- Retirement Administrative Costs (As Proposed in City Package A)

SIDE LETTERS

- Class Specification Reviews (As Proposed in City Package A)
- Side Letter on Community Service Officer I/II Duties and Senior Community Service Officers (As Proposed in City Package B)
- Special Wage Adjustment – Biologist, Chemist, and Microbiologist (See Attached)

OTHER

- Overpayments of Compensation (As Proposed in City Package C)
- Period of Memorandum of Agreement (As Proposed in City Package A)
- Definition of the Market (As Proposed in City Package A)
- Library Committees (As Proposed in City Package A)
- Employee Lists (As Proposed in City Package A)
- Position Reallocation Process (As Proposed in City Package A)
- Animal Services Night Shift (As Proposed in City Package A)
- Legal Administrative Assistant Classification Specification (As Proposed in City Package C)

DISCIPLINARY ACTION

- Discipline Appeals (Placeholder)

GRIEVANCE PROCEDURE

- Grievance Procedure (Placeholder)

PERFORMANCE APPRAISALS

- Annual Step Increases (Placeholder)

LAYOFF

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

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HOUSEKEEPING

- Housekeeping – City Healthcare Program (As Proposed in City Package A)
- Housekeeping – Bereavement Leave (As Proposed in City Package A)

TENTATIVE AGREEMENTS

- Airport Operations Specialist and Animal Services Officer Shifts
- Higher Class Pay Lists
- New Employee Orientation
- Release Time for Steward Training
- Bargaining Unit Representatives
- Employee Assistance Program for Part-Time Unbenefited Employees
- Holiday-in-Lieu for Public Safety Dispatchers Class Series
- Housekeeping – Sick Leave
- Public Safety Radio Dispatcher Training Pay

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.

SIDE LETTER AGREEMENT

BETWEEN
 THE CITY OF SAN JOSE
 AND
 THE MUNICIPAL EMPLOYEES' FEDERATION, AFSCME, LOCAL NO. 101 (MEF)

Special Wage Adjustment – Biologist, Chemist, and Microbiologist

In recognition of the recruitment and retention issues in these classification series, as well as a salary survey that shows these classifications are under market with comparable jurisdictions, the City and the Municipal Employees' Federation (MEF) agree that the Chemist I/II and Microbiologist I/II flexibly-staffed series will be created based on the classification specifications agreed to by the parties in April 2023, and to the following special wage adjustments:

Classification	Maximum Pensionable Rate of Pay (Hourly)		Classification	Maximum Pensionable Rate of Pay (Hourly)	Approx. Percent Increase Above Current Classification
Biologist	\$ 48.08	→	Biologist	\$ 57.22	19.00%
Chemist	\$ 48.08	→	Chemist I (Retitled)	\$ 51.93	8.00%
		→	Chemist II (New Classification)	\$ 57.22	19.00%
Microbiologist	\$ 48.08	→	Microbiologist I (Retitled)	\$ 51.93	8.00%
		→	Microbiologist II (New Classification)	\$ 57.22	19.00%

This Agreement is considered part of the tentative agreement for a successor MOA between the parties. This Agreement shall become effective only as part of the overall tentative agreement for a successor MOA, when signed by all parties below, ratified by MEF and approved by the City Council in open session. These adjustments shall be made the first full pay period after City Council approval in open session.

FOR THE CITY:

FOR THE UNION:

 Burke Dunphy Date
 Lead Negotiator
 City of San José

 John Tucker Date
 Union Representative, AFSCME Local 101

 Cindy Harlin Date
 MEF President, AFSCME Local 101