

June 8, 2023

Via E-mail
ekamy@ifpte21.org

Elizabeth Kamy
4 N. Second Street #430
San José, CA 95113

Re: 2023 Memorandum of Agreement Negotiations

Dear Liz:

During yesterday's negotiation session, the City provided a written counter package proposal to IFPTE. Notably, this counter proposal provides for a 5.00% general wage increase in Fiscal Year 2023-2024, a 4.00% general wage increase in Fiscal Year 2024-2025, and a 3% general wage increase in Fiscal Year 2025-2026. As you know, this is consistent with the general wage increases negotiated with other bargaining units this year, whose 5% increase will be effective June 25, 2023. As provided to IFPTE during yesterday's meeting, the general wage structure set forth in Package E does represent the City's full authority on general wage increases; however, we remain open to continuing to discuss other economic and non-economic items in the hopes of reaching an overall tentative agreement. The links to the City's Package E can be found here:

- <https://www.sanjoseca.gov/home/showpublisheddocument/99128/638217528352408512>
- <https://www.sanjoseca.gov/home/showpublisheddocument/99130/638217528589913299>
- <https://www.sanjoseca.gov/home/showpublisheddocument/99132/638217528833677433>

We want to acknowledge the movement that IFPTE provided in its packages to the City yesterday, and we appreciate that we have been able to reach agreement or conceptual agreement on a significant number of items during our discussions. The City is hopeful that the parties will reach an overall Tentative Agreement prior to the June 30, 2023, expiration of IFPTE's current Memoranda of Agreement (MOAs). As IFPTE is aware, the last City Council meeting will be held on June 20, 2023, and the City has consistently tied the effective date of any Fiscal Year 2023-2024 economic adjustments to the first full pay period following City Council adoption of the successor MOAs in open session. This means that there is no guarantee of retroactivity should the parties fail to reach an agreement prior to the expiration of the current MOAs.

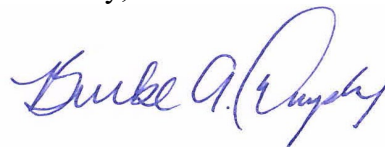
To that end, and given that there are still several areas where the City and IFPTE are far apart, we would like to express that the City is open to engaging in pre-impasse mediation should

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IFPTE share the City's belief that it would be beneficial to have a neutral third party help the parties work through the remaining issues.

We look forward to meeting with IFPTE next week to continue discussions, including the option of pre-impasse mediation noted above.

Sincerely,

A handwritten signature in blue ink that reads "Burke A. Dunphy". The signature is written in a cursive, flowing style.

Burke Dunphy

Encl(s): City Package E for AEA, AMSP, and CAMP

cc: Jennifer Schembri, Director of Employee Relations and Human Resources
Elsa Cordova, Assistant to the City Manager

2023 AEA NEGOTIATIONS PACKAGE PROPOSAL E

TERM

- July 1, 2023 – June 30, 2026

WAGES

- Fiscal Year 2023-2024

5.00% 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 AEA shall be increased by approximately 5.00%.

- Fiscal Year 2024-2025

4.00% 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 AEA shall be increased by approximately 4.00%.

- 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 AEA shall be increased by approximately 3.00%.

WAGES AND SPECIAL PAY

- Bilingual Pay (As Proposed in City Package D)

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)

2023 AEA NEGOTIATIONS PACKAGE PROPOSAL E

PROFESSIONAL DEVELOPMENT PROGRAM

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

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)

GRIEVANCE PROCEDURE

- Grievance Procedure (Placeholder)

LAYOFF

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

HOUSEKEEPING

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

SIDE LETTERS

- Regional Wastewater Facility Staffing (As Proposed in City Package D)

TENTATIVE AGREEMENTS

- Housekeeping – Sick Leave
- Maintenance in Membership and Union Dues
- Housekeeping – Bereavement Leave
- Protective Footwear

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.

2023 AMSP NEGOTIATIONS PACKAGE PROPOSAL E

TERM

- July 1, 2023 – June 30, 2026

WAGES

- Fiscal Year 2023-2024

5.00% 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 AMSP shall be increased by approximately 5.00%.

- Fiscal Year 2024-2025

4.00% 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 AMSP shall be increased by approximately 4.00%.

- 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 AMSP shall be increased by approximately 3.00%.

WAGES AND SPECIAL PAY

- Bilingual Pay (As Proposed in City Package D)

HOURS OF WORK AND OVERTIME

- ~~FLSA Non-Exempt Status~~
- Overtime (Placeholder)

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)

2023 AMSP NEGOTIATIONS PACKAGE PROPOSAL E

WORKING IN A HIGHER CLASSIFICATION

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

PROFESSIONAL DEVELOPMENT PROGRAM

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

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)
- Airport Operations Supervisor (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
- Article 8 Leaves – 8.1.3
- Protective Footwear
- Manager on Duty Premium Pay
- Unit Designation of Assistant Arborist Classification

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.

2023 CAMP NEGOTIATIONS PACKAGE PROPOSAL E

TERM

- July 1, 2023 – June 30, 2026

WAGES

- Fiscal Year 2023-2024

5.00% 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 5.00%.

- Fiscal Year 2024-2025

4.00% 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 4.00%.

- 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 CAMP shall be increased by approximately 3.00%.

WAGES AND SPECIAL PAY

- Bilingual Pay (As Proposed in City Package D)

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)

2023 CAMP NEGOTIATIONS PACKAGE PROPOSAL E

PROFESSIONAL DEVELOPMENT PROGRAM

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

SIDE LETTERS

- Classification Study on Information Technology Classifications (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
- Housekeeping – Bereavement Leave
- Protective Footwear
- Unit Designation of Assistant Arborist Classification
- Supervising Community Services Officer Duties

OTHER TERMS

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