



Memorandum

TO: HONORABLE MAYOR AND
CITY COUNCIL

FROM: Alex Gurza

SUBJECT: SEE BELOW

DATE: November 13, 2007

Approved

Date

11/15/07

SUBJECT: AGREEMENT WITH THE ASSOCIATION OF MAINTENANCE SUPERVISORY
PERSONNEL

COUNCIL DISTRICT: N/A
SNI AREA: N/A

RECOMMENDATION

Adoption of a resolution approving the terms of an agreement with the Association of Maintenance Supervisory Personnel and authorizing the City Manager to execute the agreement with a term of December 4, 2007 to June 27, 2009.

OUTCOME

Adoption of the resolution and authorization to execute the successor agreement would implement a collective bargaining unit agreement between the City and the Association of Maintenance Supervisory Personnel (AMSP).

BACKGROUND

The City of San Jose has a labor agreement with AMSP. The agreement applies to approximately 100 full time positions. Employees in this unit include management employees such as Airport Operations Supervisors and Maintenance Supervisors.

The prior agreement expired on June 30, 2007. The Tentative Agreement for the new agreement was ratified by the AMSP membership on November 13, 2007.

ANALYSIS

The following is a summary of the Tentative Agreement between the City of San Jose and AMSP:

Term	December 4, 2007 to June 27, 2009
Wages	3.00% general wage increase effective December 16, 2007. 3.75% general wage increase effective June 29, 2008.

- One Time Payment** One time payment of \$700 within two (2) pay periods following ratification by the AMSP membership and approval by the City Council for employees who were employed in AMSP represented classifications on June 30, 2007, and are still employed in AMSP represented classifications effective the beginning of the pay period following ratification and Council approval.
- Health Insurance Premiums** Effective the first pay period of payroll calendar year 2008, employees' maximum contribution for the lowest-priced medical insurance plan will increase from \$100.00 to \$150.00 per month.
- Effective the first pay period of payroll calendar year 2009, employees' contribution for the lowest-priced medical insurance plan will be 10% of the premium.
- Health Insurance Co-Pays** Effective January 1, 2008, co-pays for all available HMO plans shall be as follows:
- a. Office Visit Co-pay: \$10
 - b. Prescription Co-pay: \$5 for generic and \$10 for brand name (The Blue Shield HMO will continue to include \$15 non-formulary drug co-pay.)
 - c. Emergency Room Co-pay: \$50
- Retiree Healthcare** The City and AMSP will continue negotiations on the issue of retiree healthcare. The parties will commence the Meet and Confer process regarding these benefits no earlier than March 2008 and will continue through at least June 2008.
- Acting Assignment** Employees performing the duties of a higher classification for a minimum of three (3) consecutive months will be compensated at the rate approximately five percent (5%) higher than the employees' regular rate.
- Shift Differential** Effective the first pay period of payroll calendar year 2008, employees regularly scheduled to start an eight (8) hour shift between the hours of 2:00 p.m. and 5:59 a.m. will be compensated with Shift Differential for the number of hours actually worked at a rate of \$1.50 per hour.
- Vacation Sellback** Effective the first pay period of payroll calendar year 2008, the maximum vacation sellback will increase from eighty (80) to ninety-six (96) hours of accrued vacation per year. Employees will have an opportunity to sell back vacation up to four (4) times per year, but not more than once per quarter.

EVALUATION AND FOLLOW-UP

The City and the Union will continue negotiations on the issue of retiree healthcare. These negotiations will commence no earlier than March 2008. Any changes to retiree healthcare for employees represented by AMSP will be brought forward to the City Council as a separate item at the conclusion of the negotiations.

PUBLIC OUTREACH/INTEREST

- Criteria 1:** Requires Council action on the use of public funds equal to \$1 million or greater. **(Required: Website Posting)**

- Criteria 2:** Adoption of a new or revised policy that may have implications for public health, safety, quality of life, or financial/economic vitality of the City. **(Required: E-mail and Website Posting)**

- Criteria 3:** Consideration of proposed changes to service delivery, programs, staffing that may have impacts to community services and have been identified by staff, Council or a Community group that requires special outreach. **(Required: E-mail, Website Posting, Community Meetings, Notice in appropriate newspapers)**

While this item does not meet the criteria above, this item will be placed on the December 4, 2007 Council Agenda and the memorandum will be available to the public on the City's website.

COORDINATION

This memorandum was coordinated with the City Attorney's Office and the City Manager's Budget Office.

COST IMPLICATIONS

The ongoing increased annual direct cost of the AMSP agreement is approximately \$170,019 in the first year (in addition to a one time cost of approximately \$63,000), and approximately \$404,048 in the second year.



Alex Gurza
Director of Employee Relations

For questions please contact Alex Gurza, Director of Employee Relations, at (408) 535-8150.