

RESOLUTION NO. 73921

**A RESOLUTION OF THE COUNCIL OF THE CITY OF SAN JOSE AMENDING THE CITY OF SAN JOSE PAY PLAN TO PROVIDE GENERAL SALARY INCREASES OF 3% EFFECTIVE JULY 1, 2007 FOR CITY COUNCIL APPOINTEES AND UNREPRESENTED EMPLOYEES IN UNITS 81, 82 AND 99, EXCLUDING TEMPORARY EMPLOYEES; APPROVING THE HEALTH INSURANCE CO-PAYS TO ALIGN ALL HEALTH MAINTENANCE ORGANIZATION PLANS (HMO) PLANS CURRENTLY AVAILABLE TO CITY EMPLOYEES EFFECTIVE JANUARY 1, 2007 AND AMENDING THE PAY PLAN EFFECTIVE JULY 1, 2007 TO CHANGE THE SALARY RANGES AND TITLES FOR SPECIFIED CLASSIFICATIONS.**

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF SAN JOSE THAT:

SECTION 1.

The City of San Jose Pay Plan is amended to provide a general salary increase of 3% effective July 1, 2007 for City Council Appointees and unrepresented employees in Units 81, 82 and 99, excluding Temporary Employees.

SECTION 2.

The health insurance co-pays are amended to align all Health Maintenance Organization (HMO) plans currently available to City employees effective January 1, 2008 as follows:

Effective the first pay period of payroll calendar 2008, employees' maximum contribution for medical insurance be increased from \$100.00 to \$150.00 per month for all employees in Units 81, 82 and 99 (excluding unbenefitted employees). Effective January 1, 2008, co-pays for all available HMO plans are as follows:

- o Office Visit Co-pay: \$10
- o Prescription Co-pay: \$5 for generic and \$10 for brand name

- o Emergency Room Co-pay: \$50

### SECTION 3.

The monthly vehicle allowance for Senior Staff under the City Manager's appointing authority and City Council Appointees shall continue to be \$350.

### SECTION 4.

The City of San Jose Pay Plan is hereby amended effective July 1, 2007 to change the salary ranges and titles for the classifications of:

a. Executive Assistant to the City Manager U (1 162) (formerly Secretary to the City Manager (U) from the current salary range of \$56,950.40 - \$88,753.60 annually to a salary range of \$59,797.20 - \$93,191.28. (Unit 99)

b. Director of Communication (1671) (formerly Manager of Public Education and Community Information) from the current salary range of \$91,020.80 - \$141,689.60 annually to a salary range of \$120,857.20 - \$188,624.80 (Unit 99)

c. Emergency Preparedness Director U (2341) from the current salary range of \$91,020.80 - \$141,689.60 annually to a salary range of \$120,857.20 - \$188,624.80 (Unit 99)

Other than the recommended 3% general increase, increases to the salary ranges effective July 1, 2007, will not result in automatic salary increases for incumbents in these classifications.

SECTION 5.

The memorandum to the City Council from Mayor Chuck Reed dated June 18, 2007 and memorandum to the Mayor and City Council from Les White dated June 4, 2007 are attached to this Resolution as Exhibits.

ADOPTED this 26<sup>th</sup> day of June, 2007, by the following vote:

AYES: CHIRCO, CHU, CONSTANT, CORTESE, LICCARDO,  
NGUYEN, OLIVERIO, PYLE, WILLIAMS; REED

NOES: CAMPOS

ABSENT: NONE

DISQUALIFIED: NONE

---

CHUCK REED  
Mayor

ATTEST:

---

LEE PRICE, MMC  
City Clerk