CITY OF
SAN JOSE
CAPITAL OF SILICON VALLEY

Office of the City Manager
EMPLOYEE RELATIONS

October 18, 2010

Randy Sekany
President
San Jose Fire Fighters, Local 230
425 E. Santa Clara Street, Suite 300
San Jose, CA 95113

RE: Negotiations with the San Jose Fire Fighters

Dear Randy:

We are in receipt of the letter you sent via email on October 15, 2010. We had hoped to receive a response from you on the package proposal that was sent to you on September 13, 2010, but to date we have not received a response.

In your letter dated October 15, 2010, you make reference to the number of positions that the City is seeking to restore. As you know, the City's goal had been to reach an agreement with the San Jose Fire Fighters that would have avoided the layoff of the 49 firefighters and would have kept the Fire Truck and four Fire Engines in service. Although we were unable to reach an agreement with the San Jose Firefighters that would have avoided the layoffs, we remain hopeful that we can reach an agreement that would generate sufficient concessions to allow us to place the Fire Truck and four Fire Engines back in service.

Your offer to provide concessions for 8 months is insufficient to put the Fire Truck and the four Fire Engines back in service. It is important to note that Fire services are provided by a complement of staffing based on Fire Department apparatus. This includes a complement of Fire Captains, Fire Engineers, Firefighters, Firefighter Paramedics and relief personnel. Under the staffing levels in the expired contract, the following complement of staff would be needed to restore the Fire Truck and four Fire Engines.

Service Restorations	Staffing Levels Per Shift				No. of Shifts	Total Staffing
	Fire Captain	Fire Engineer	Fire Fighter[1]	Total		
Truck	1	1	3	5	3	**15**
Engine	1	1	2	4	3	**12**
Engine	1	1	2	4	3	**12**
Engine	1	1	2	4	3	**12**
Engine	1	1	2	4	3	**12**
Total Staffing Levels						**63**

[1] Includes Firefighters who are assigned as Paramedics.

All of the positions listed above and accompanying relief personnel were eliminated as part of the very difficult decisions the City Council had to make in June to balance a $118.5 million budget deficit. The City's package proposal of an 8.91% total compensation reduction would be needed to restore the Fire Truck and the four Fire Engines and rehire the 49 firefighters.

In your letter, you reference that the concessions that the San Jose Fire Fighters are willing to make would expire in June 2011. That would result in a second layoff of the same 49 firefighters in less than 8 months. Our interest is that the concessions not be temporary so that the funding for the firefighter jobs and fire services can be on-going.

We look forward to hearing back from you as quickly as possible regarding the City's September 13th proposal.

Sincerely,

Alex Gurza
Director of Employee Relations

c: Chris Platten, IAFF, Local 230 Legal Counsel
Jeff Welch, IAFF, Local 230 Vice President
Soren Coats, IAFF, Local 230 Representative
Juan Diaz, IAFF, Local 230 Representative
Teresa Reed, Assistant Fire Chief
Aracely Rodriguez, City Negotiation Team Member
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