



# Memorandum

**TO:** HONORABLE MAYOR AND  
MEMBERS OF THE CITY  
COUNCIL

**FROM:** Vice Mayor Kamei

**SUBJECT:** Agenda Item 3.3 – Adoption  
of Statement of Policy and  
City Council Questions for the  
Prospective Director of  
Aviation.

**DATE:** February 6, 2024

Approved:

Date: February 6, 2024

## RECOMMENDATION

1. Direct the City Manager to work with key partners such as the South Bay AFL-CIO Labor Council to identify representatives of the unions representing San José Mineta International Airport (hereafter, “SJC” or “Airport”) workers and workers within SJC vendors, respectively, in the hiring committee aiding in the selection of the next Director of Aviation.

2. Amend City Council Questions, Question #13 (additions in **bold**) as follows:

“Employee retention and turnover can be significant challenges for both the Airport and City because of the Bay Area’s high cost of living, budget, and competition from nearby airports and employers. How do you **work with union partners, workers, and stakeholders** to build a culture that attracts great talent, minimizes loss of institutional experience, and achieves at a higher level than peers?”

3. Add the following Question to City Council Questions:

“The operations of the Airport depend on the hard work of over 200 City employees and roughly 3,000 workers for airlines, vendors, and other businesses, many of whom are represented by labor unions. How do you plan to build a relationship and engage union partners representing the SJC workforce in your efforts to improve the operations of the airport and achieve our overall goals?”

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## **BACKGROUND**

The operations of the Airport depend on the next Director of Aviation building a productive relationship with numerous stakeholders—especially the unions representing the thousands of workers who keep our Airport moving. I appreciate the work of the staff in taking input from stakeholders to develop the current set of questions. However, I believe it will be important for the success of our plans to ensure our new Director of Aviation has a vision for how to engage our workforce and their unions going forward. My suggested modifications and direction speak to that need.

For questions, please contact J.R. Fruen, District 1, at [joseph.fruen@sanjoseca.gov](mailto:joseph.fruen@sanjoseca.gov).

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