ASSOCIATION OF LEGAL PROFESSIONALS (ALP)

October 14, 2011

Gina Donnelly
Office of Employee Relations
CITY OF SAN JOSE
200 E. Santa Clara St.
San Jose, CA 95113

Re: ALP Counter Proposal

Dear Ms. Donnelly

Based upon all City proposals and the most recent version of the City's proposed ballot measure to date, the Association of Legal Professionals (ALP) makes the attached counter proposals regarding SRBR and Sick Leave Payout. ALP rejects all of the other City proposals, including the City's proposed ballot measure.

First, all changes affecting retirees should first be discussed with retirees prior to discussion with the bargaining units.

Second, ALP maintains that these, as well as the other City proposals that we reject, are vested benefits for which the City has offered no offsetting value in exchange for the proposed concessions.

Last, with regard to the proposed ballot measure, the reductions proposed in the ballot measure fail completely to address the savings that the City claims are needed in its findings for the ballot measure. Additionally, you have identified that the only reform that actually requires a charter amendment is your proposed VEP; however, you have also stated that you do not know whether the IRS will approve the VEP. Therefore, your request for us to agree to the ballot measure is largely unnecessary and, with regard to the VEP is premature with regard to the bargaining units and the voters.

As we have indicated in our discussions, we remain open to consideration of the proposals of other bargaining units, but we need to learn more about the details of those proposals.

ALP's proposal is dependent on the City not raising any new subject matters that have not already been proposed by the City as we need to know the totality of what the City is asking from us.

Very truly yours,

VERA TODOROV
President
ASSOCIATION OF LEGAL PROFESSIONALS

ALP PROPOSAL – SICK LEAVE PAYOUT CHANGES

All current employees who have 15 years of service on or before June 30, 2012 will be eligible for sick leave payout according to the current formula. All sick leave accrued on or after July 1, 2012 by current employees shall not be subject to the payout benefits, but instead shall be convertible to service credit toward pension benefits.

Any employee hired on or after July 1, 2012 shall not be eligible for sick leave payout benefits.