

Proposal made by IFPTE Local 21 to the City of San Jose

The provisions contained herein are individual proposals. Language not changed herein will remain unchanged. The Union reserves the right to amend, withdraw, or add to this proposal.

Submitted on: 02/12/2026 @\_\_\_\_\_

**FOR AEA, AMSP, AND CAMP**

**ARTICLE 10 WAGES AND SPECIAL PAY**

~~10.1 Fiscal Year 2018-2019. Effective July 1, 2018, all employees holding positions in classifications assigned to AEA shall receive an approximate 5% ongoing non-pensionable compensation increase.~~

Effective July 1, 2026, 100% of an employees' base salary will be pensionable compensation for all employees in classifications assigned to AEA, AMSP, and CAMP. The 5% non-pensionable portion shall be permanently converted to pensionable pay and incorporated into employee's base salary for all purposes, including but not limited to:

- Retirement contributions
- Final compensation calculations
- Salary range placement
- Overtime calculations (where applicable).

This provision supersedes all prior sections designating any portion of salary as non-pensionable. No portion of base salary shall remain designated as non-pensionable after ratification.

The City shall ensure no employee experiences a reduction in salary and total compensation as a result of this conversion.