

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.

Proposal #7

Submitted on: 03/05/2026 @_____

AEA, AMSP, CAMP

ARTICLE [NEW]: LONGEVITY PAY

___1 Fiscal Year 2026–2027

Effective the first full pay period of Fiscal Year 2026–2027, an employee who has completed eight (8) years of total service with the City of San José shall be eligible to receive an ongoing non-pensionable Longevity Pay equivalent to 1.00% of the employee's base salary.

___2 Fiscal Year 2027–2028

Effective the first full pay period of Fiscal Year 2027–2028, the ongoing non-pensionable Longevity Pay shall increase by 1.75%, for a total of 2.75% of the employee's base salary.

___3 Fiscal Year 2028–2029

Effective the first full pay period of Fiscal Year 2028–2029, the ongoing Longevity Pay shall increase by 1.25%, for a total of 4.00% of the employee's base salary.

___3.1 Pensionability at Twenty (20) Years

For employees who have completed twenty (20) or more years of total City service in ~~one or more classifications assigned to the Union~~, the 1.25% increase implemented in Fiscal Year 2028–2029 shall be pensionable.

For employees who complete twenty (20) years of total City service after Fiscal Year 2028–2029, Longevity Pay shall become pensionable during the last full pay period of the fiscal year in which the employee completes twenty (20) years of service, regardless of when during that fiscal year the employee reached twenty (20) years of service.

___4 Credit for Prior Public Service

Employees shall receive credit toward Longevity Pay eligibility for completed years of prior full-time benefitted service with a public agency.

If prior service was performed on a part-time benefitted basis, completed years shall be calculated based on the completion of 2,080 compensated hours.

___4.1 The employee shall be responsible for providing verification of prior public service upon request.

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.

Proposal #7

Submitted on: 03/05/2026 @ _____

___4.2 For purposes of this Article, a public agency shall include International, Federal, State, City, County, Special District, school district, or other publicly funded governmental agency that provides programs, goods, or services. A not-for-profit or non-governmental organization shall not be considered a public agency for purposes of this provision.