



PROFESSIONAL & TECHNICAL ENGINEERS, LOCAL 21, AFL-CIO  
*An Organization of Professional, Technical, and Administrative Employees*

October 31, 2025

Sender's Email: [kdelatorre@ifpte21.org](mailto:kdelatorre@ifpte21.org)  
Sent Via Email

Office of Employee Relations  
City of San Jose  
200 E Santa Clara St  
San Jose, CA 95113

**Re: Request for Information – 2026 MOU Negotiations**

To Whom It May Concern,

In order to prepare for successor MOU negotiations and to promote a productive dialogue on issues of recruitment, retention, hiring needs, and job quality of our membership, the Union is requesting the following items. These requests are made in accordance with the union's right to request information necessary and relevant to the representation of its members and pursuant to the Freedom of Information Act, California Public Records Act, and any other applicable laws or statutes regarding information requests:

- 1) The cost of a 1% wage increases for all citywide bargaining units with the following detail and each bargaining unit detailed separately:
  - a. Total cost of a 1% wage increase
  - b. Amount attributable to base salary
  - c. Amount attributable to salary driven fringe costs
  - d. Amount attributable to the general fund
  - e. Amount attributable to all other city funds
  - f. A description of all items included in fringe costs
- 2) A list of all IFPTE Local 21 represented employees, including the following:
  - a. Name
  - b. Classification
  - c. Date of hire
  - d. Rate of pay
  - e. Pension tier
  - f. Healthcare benefit, including plan and coverage level
  - g. Source of funds for position (fund number and title)
- 3) A list of all vacant funded positions Countywide, including:

- a. Position Control Numbers (PCNs)
  - b. Position Classification
  - c. Department
  - d. Bargaining Unit
  - e. Date Position was Created
  - f. Date Position was Vacated
  - g. Status of Recruitment
  - h. Funding source
  - i. Budgeted amount for the position
- 4) The total number of job vacancies and the vacancy rate by department for each of the past five fiscal years for the date that this request is received.
  - 5) The most recent total number of job vacancies and the vacancy rate by department.
  - 6) Total vacancy savings realized in the previous fiscal year and the vacancy savings assumed in the previous and current adopted budget, including the total amount of vacancies savings assumed for the general fund and for all non-general funds.
  - 7) A list of all employees, in bargaining units who are eligible for retirement by age and/or years of service or will meet the criteria for retirement eligibility within the next five-years. Please provide the following level of detail for each employee:
    - a. Job title/Classification
    - b. Department
    - c. Bargaining unit
    - d. Pension tier
    - e. Years of Service
    - f. Age in Years
    - g. Eligible date of retirement
  - 8) Fund balance report, including object codes, for all citywide funds.
  - 9) Provide the cost impact that the conversion of 5% non-pensionable wage increase to a 5% pensionable wage increase would have on the Federated City Employees Retirement System (Federated) liabilities and contribution rates for the AEA, AMSP, CAMP, and MEF bargaining units beginning in FY 26-27. With this cost impact include the following:
    - a. Changes to the Federated fund's unfunded liability, increase to the employers and employee's dollar contribution amounts on an annual basis.
    - b. Any analysis, report, or documentation related to the calculation of the cost impact of restoring the 5% non-pensionable.
    - c. All correspondence with the city's actuary related to management's cost estimate of restoring the 5% non-pensionable wage increase.
  - 10) On March 2021, the Office of the City Auditor released a report titled "Police Staffing Expenditures, and Workload: Staffing Reductions Have Impacted Response Times and Led to High Overtime Costs" in which multiple recommendations were included for reducing sworn police officer overtime usage. Please provide the following:
    - a. Progress that has been made around reorganizing patrol districts and reviewing shift schedules.
    - b. Progress made around enforcing limits on total overtime hours and updating policies and systems.
    - c. The report noted that Community Services offices (CSO's) only responded to 60% of CSO dispatchable incidents indicating potential opportunity to add CSO positions. Provide the progress that has been made in adding additional civilian positions to address sworn workload.
    - d. Provide updated salary ranges for a CSO and sworn officer, including fringe benefits.

- 11) Please also provide the following information related to the Salaries and Benefits Reserve fund:
  - a. Current balance of the Salaries and Benefits Reserve
  - b. Amount of funds in the Salaries and Benefits Reserve, if any, that have been allocated and toward what purpose.
- 12) The amount of MPP increase for each local 21 represented employee over the last five years. Include the employee's base salary and additional MPP increase they have received.
- 13) A list of the health insurance plans each local 21 represented employee is enrolled in and at what coverage level.

Please let me know if you have any questions.

Sincerely,

Krista De La Torre  
Representative/Organizer  
IFPTE Local 21