



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

January 12, 2026

Sender's Email: kdelatorre@ifpte21.org
Sent Via Email

Director of the City Manager's Office of Employee Relations
 Director of Human Resources
 City of San Jose
 200 E Santa Clara St
 San Jose, CA 95113

RE: Information Request – 2026 MOA Negotiations, Dated October 31, 2025

Mr. Aram Kouyoumdjian,

We appreciate your response. Please see our follow-ups in red below.

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**

The table below contains salary driven costs, rounded to the nearest thousand dollars, for units whose current MOAs are set to expire on or about June 30, 2025, and is based on the Fiscal Year 2025-2026 Adopted Budget:

1.00% Pensionable Increase			
Unit	General Fund Cost	Other Funds Cost	Total Cost
ABMEI	\$ 0	\$ 145,000	\$ 145,000
AEA	\$ 21,000	\$ 568,000	\$ 589,000
ALP	\$ 75,000	\$ 29,000	\$ 104,000
AMSP	\$ 67,000	\$ 157,000	\$ 224,000
CAMP	\$ 427,000	\$ 594,000	\$ 1,021,000
MEF	\$ 1,526,000	\$ 928,000	\$ 2,454,000
SJPDA	\$ 205,000	\$ 1,000	\$ 206,000

1.00% Non-Pensionable Increase			
Unit	General Fund Cost	Other Funds Cost	Total Cost
ABMEI	\$ 0	\$ 132,000	\$ 132,000
AEA	\$ 19,000	\$ 519,000	\$ 538,000
ALP	\$ 69,000	\$ 26,000	\$ 95,000
AMSP	\$ 60,000	\$ 139,000	\$ 199,000

1.00% Non-Pensionable Increase			
Unit	General Fund Cost	Other Funds Cost	Total Cost
CAMP	\$ 384,000	\$ 533,000	\$ 917,000
MEF	\$ 1,399,000	\$ 847,000	\$ 2,246,000
SJPDA	\$ 184,000	\$ 1,000	\$ 185,000

The fringe costs above reflect retirement costs, excluding any potential changes to the City's unfunded actuarial liability costs that may be incurred by negotiated general wage increases that deviate from the Federated City Employees' Retirement Board's assumptions. These retirement costs are the difference between the two tables, above.

As the City advances through the annual budget cycle, the figures above may change based on proposed budget actions and eventually the budget actions adopted by the Mayor and City Council as part of the approval of the Fiscal Year 2026-2027 Budget.

The initial request was for the cost of a 1% increase for all citywide bargaining units. The data provided includes only bargaining units up for MOU negotiations next year. Please provide this information for all citywide bargaining units.

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)**

Request closed.

For items (a), (b), (c), (d), (e), and (g), please refer to Attachment 1. For item (f), please refer to IFPTE's question number 13, below.

3. **A list of all vacant funded positions Countywide (sic), 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**

Request closed.

Please see Attachment 2. Please note that the budgeted amount may be offset due to backfilling the services provided by the given position through means including, but not limited to, the increased reliance on overtime, through higher class assignments, or through other means. Information related to the City's Personal Services budget, both in the General Fund and in Other Funds, can be found in the City's response to number 6, below. Additionally, because a PCN is not required to initiate a recruitment requisition, the City is unable to pull data that would be responsive to (g).

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.**

Below please find the requested data with the number of vacant FTEs, and the vacancy rate contained in parentheses.

Department	Oct. 2021	Oct. 2022	Oct. 2023	Oct. 2024	Oct. 2025
Airport	19 (8.8%)	29 (13.0%)	22 (9.6%)	15 (6.6%)	21 (9.1%)
Attorney's Office	9 (10.8%)	8 (9.2%)	7 (7.9%)	4 (4.5%)	8 (9.0%)
Auditor's Office	1 (7.7%)	3 (21.4%)	2 (14.3%)	0 (0.0%)	1 (7.7%)
Mayor / Council	10 (37.0%)	9 (33.3%)	8 (29.6%)	9 (33.3%)	10 (37.0%)
City Manager's Office	13.5 (16.6%)	10 (11.2%)	12 (13.0%)	3.5 (3.9%)	10 (11.8%)
Clerk's Office	0 (0.0%)	3 (16.7%)	1 (5.6%)	0 (0.0%)	0 (0.0%)
Community Energy	10 (27%)	9 (22.5%)	11 (20.8%)	7 (12.5%)	5 (7.5%)
Environmental Services	92 (16.1%)	92 (15.8%)	86 (14.6%)	78 (13.2%)	22 (3.8%)
Finance	13 (10.8%)	11 (8.3%)	16 (11.9%)	9 (6.9%)	4 (3.2%)
Fire	59 (6.9%)	72 (8.5%)	103 (12.0%)	65 (7.6%)	59 (6.9%)
Housing	18 (19.9%)	21 (20.1%)	21 (19.2%)	16 (14.5%)	26 (20.6%)
Human Resources	4.5 (10.6%)	8 (14.6%)	3 (4.9%)	9.5 (16.0%)	1 (1.8%)
Independent Police Auditor	0 (0.0%)	1 (14.3%)	2 (28.6%)	2 (28.6%)	1 (14.3%)
Information Technology	17 (16.5%)	25 (22.9%)	19 (16.7%)	7 (6.3%)	10 (8.9%)
Library	25 (9.3%)	23 (7.9%)	39 (12.9%)	20.5 (6.9%)	18 (6.0%)
Office of Economic Development	8 (14.0%)	9 (15.0%)	9 (14.8%)	7 (12.3%)	8 (13.1%)
Parks, Rec. & Neighborhood Svcs	127.75 (24.1%)	158 (27.3%)	111 (18.4%)	66.7 (10.9%)	48.3 (8.0%)
Planning, Building, and Code Enf	58 (19.4%)	81 (26.0%)	58 (18.2%)	38 (12.5%)	50 (16.5%)
Police	48 (2.9%)	131 (7.7%)	160 (9.4%)	145 (8.6%)	107.5 (6.4%)
Public Works	115 (19.0%)	121 (19.3%)	126 (19.3%)	63.5 (9.8%)	62 (9.6%)
Retirement Services	5 (12.5%)	4 (9.3%)	2 (4.7%)	4 (8.9%)	4 (8.9%)
Transportation	70.5 (13.9%)	90 (17.2%)	63 (11.7%)	51.5 (9.7%)	62 (11.5%)

Request closed.

5. The most recent total number of job vacancies and the vacancy rate by department.

Please refer to the response to Question #4, above, and the column titled "Oct. 2025."

Request closed.

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.

In 2024-2025, the General Fund Personal Services budget of \$1.1 billion was already reduced by assumed vacancy savings of \$10.6 million, and \$6.3 million in Other Funds. In 2024-2025, personal services expenditures in the General Fund ended \$3.8 million (0.3%) below budgeted levels, and personal services expenditures in Other Funds ended \$16.7 million (5.0%) below budgeted levels. These savings cannot be differentiated between vacancy savings or position costs that were higher or lower than budgeted costs. It should be noted that these savings are in addition to the savings that was already reflected in the 2024-2025 Adopted Budget as noted above.

In 2025-2026, the General Fund Personal Services budget of \$1.2 billion is already reduced by vacancy savings of \$10.6 million, and \$6.6 million in Other Funds.

Please note that any vacancy savings may be offset due to backfilling the services provided by the given position through means including, but not limited to, the increased reliance on overtime,

through higher class assignments, or through other means.

Request closed.

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**

For items (a), (b), (c), (d), and (e) please refer to Attachment 1. For item (f), please refer to IFPTE's question number 13, below. Item (g) can be calculated by IFPTE based on the information provided in Attachment 1 or Attachment 4. Please refer to the fact sheets for various retirement tiers at the following location:

- <https://www.sjretirement.com/members/federated/active/know-your-benefits-active-federated>

This item is nonresponsive. Please provide a list of all eligible employees citywide, across all bargaining units. The information you provided only identifies IFPTE Local 21 represented staff.

8. **Fund balance report, including object codes, for all citywide funds.**

As part of the 2024-2025 Annual Report, which was approved by City Council on October 21, 2025, a list of all the City's budgeted funds with the actual fund balance compared to the estimated fund balance is included. This information is as of the end of the fiscal year 2024-2025 (June 30, 2025). Below please find a link to the information:

- <https://www.sanjoseca.gov/home/showpublisheddocument/125010/638949042383570000>

Request closed.

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.**

The City has neither requested nor has it received the desired cost analysis from the City's actuary. As such, there is no information responsive to this request.

This information will be used to inform bargaining proposals for upcoming negotiations and is

necessary and relevant to representation of our membership. While we understand that the administration does not currently have the information on hand, please request this information as soon as possible and provide a timeline for when it will be requested from the actuary and when it will be available. As a reminder, PERB issued a complaint when we filed an Unfair Labor Practice in 2023 when the City failed to provide the actuarial information we requested. If needed, we are happy to re-share the settlement agreement.

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.**

Please refer to the City Auditor’s regular Status of Open Audit Recommendations, the most recent of which was published in September 2025 and can be found at the following location:

- <https://www.sanjoseca.gov/home/showpublisheddocument/124553/638937836309100000>

Please refer to the City’s adopted budgets for the San José Police Department. These documents can be found at the following location:

- <https://www.sanjoseca.gov/your-government/departments-offices/office-of-the-city-manager/budget/budget-documents>

Please refer to the City’s Pay Plan, which can be found at the following location:

- <https://www.sanjoseca.gov/home/showpublisheddocument/108062/638950966622570000>

The documents provided include partially responsive information, but do not fully respond to each of the items requested:

- a. The audit status report states that patrol structure changes will be presented to city council in December 2025. On what date will this information be provided to council? Please provide us with a copy of this report as soon as it becomes available.
- b. The audit status report states that a follow up audit on overtime management in the police department is currently underway. Please provide a timeline for when this follow-up audit will be released and a copy of the document as soon as it becomes available.
- c. The audit status report states that in April 2025, the department began a pilot change to CSO schedules to better align with patrol and that once the pilot is complete, the city will meet and confer with impacted bargaining units. When will this pilot be completed?
- d. Request closed.

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.**

The 2025-2026 Modified Budget for the Salaries and Benefits Reserve is \$28.4 million; however, a sizeable amount of funding will be reallocated as part of the 2025-2026 Mid-Year Budget Review to the Departments' respective personal services budgets to account for general wage increases that were approved after the release of the Adopted Budget, management pay for performance increases, health benefit rate increases, and additional costs related to the prefunding of the City's retirement obligation.

The administration's response states that some of the salaries and benefits reserve has already been committed to specific expenditures. Please provide the balance in the salaries and benefits reserve that is already assigned or committed to a specific purpose and a description of each intended expenditure.

- 12. The amount of MPP increase for each local 21 (sic) represented employee over the last five years. Include the employee's base salary and additional MPP increase they have received.**

Please refer to Attachment 3.

Request closed.

- 13. A list of the health insurance plans each local 21 (sic) represented employee is enrolled in and at what coverage level.**

Please refer to Attachment 4.

Request closed.

Best,

Krista De La Torre
Representative/Organizer
IFPTE Local 21 AFL-CIO