



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

February 26, 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. Kouyoumdjian,

Thank you for your response. We are renewing this request. Please see the Union's response below, in bold red font.

Management Response, Item #1:

Please see the tables below for figures rounded to the nearest thousand dollars. These figures are also based on the Fiscal Year 2025-2026 Adopted Budget.

1.00% Pensionable Increase			
Unit	General Fund Cost	Other Funds Cost	Total Cost
IAFF	\$ 1,539,000	\$ 6,000	\$ 1,545,000
IBEW	\$ 39,000	\$ 92,000	\$ 131,000
OE#3	\$ 290,000	\$ 513,000	\$ 803,000
POA	\$ 2,465,000	\$ 0	\$ 2,465,000
POPRA	\$ 19,000	\$ 1,000	\$ 20,000

The initial request asked for salary and fringe costs to be provided separately as well as a breakdown of each item included in fringe costs. Please provide these remaining items. We are renewing this request.

Management Response, Item #2:

As noted in the City's previous response, an employee's eligibility for retirement is based on various factors including, but not limited to, their retirement tier, age, years of service with the City of San José, and years of service with a reciprocal agency. Please see Attachment 1.

Union Response 2/6/2026: Request closed.

Management Response, Item #9

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The most recent information that the City has responsive to this request is set forth in the letter from Foster and Foster, dated August 3, 2023. The City previously provided this letter to IFPTE, and for convenience it is attached as Attachment 2.

Union Response 2/6/2026: the data provided is out of date. The document provided states that these calculations were based on the June 30, 2022 actuarial valuation. The most recent actuarial valuation for the Federated pension plan is from June 30, 2025. Projections of employer contributions and unfunded liabilities for the plan have changed significantly between these two reports. The cost of converting non-pensionable wages to pensionable has also likely changed as a result. While we understand that the administration will need to ask their actuary for updated estimates, the fact that the information is not currently on hand is not a reason for failing to provide it. The administration has produced this information in the past as per our unfair labor practice settlement in 2023. We are renewing this request. Please provide a timeline for when the administration is able to request an analysis from the actuary.

Management Response Item #10 (report on overtime cost controls in the police department, audit of police overtime and CSO pilot Program):

These cost-control measures are intended to mitigate overtime expenditures that in recent fiscal years have exceeded budget allocations. Regarding subsection (a), the City anticipates bringing this item before the Mayor and City Council in late February or early March 2026.

Union Response 2/6/2026: please provide the report as soon as the item is scheduled. We will continue renewing the request.

Regarding subsection (b), the audit is scheduled to be heard at the April 16, 2026, meeting of the Public Safety, Finance, and Strategic Support (PSFSS) Council Committee, as noted on the PSFSS workplan which can be found at the following location:

- <https://www.sanjoseca.gov/home/showpublisheddocument/127407/639020122568370000>

Union Response 2/6/2026: Request closed.

Regarding subsection (c), the current pilot program will conclude upon the May 2026 shift change.

Union Response 2/6/2026: we are able to close the request, however, please clarify if the administration plans to make a report to city council on the results of the pilot program after it is completed.

Management Response, Item #11:

The status update of the Salaries and Benefits Reserve will be included in the 2025-2026 Mid-Year Budget review scheduled for release on January 30, 2026 and is scheduled to be considered by the City Council at their meeting on February 10, 2026.



Union Response 2/6/2026: we have reviewed the Mid-Year Budget Review report while it does contain the remaining recommended balance of \$5 million in this reserve as requested, we need some clarifying information. In addition to the remaining balance recommended to be left in the reserve, the administration is also recommending dispersing other funds from the reserve. The report states that \$5.67 million will be released from the reserve to “reflect the savings realized from not distributing the budget related to management pay-for performance and health rate increases in 2025-2026.” Please provide the amount set aside in the adopted budget for each item (MPP raises and health care rate increases respectively), as well as the updated forecasted amounts needed for each of those items as of the Mid-Year report. Please provide an explanation of what changed for each item leading to the funds not being distributed in line with the adopted budget.

New Requests:

- 1) The number of employees that utilize Alternate Work Schedule across all bargaining units. Please indicate if they are on a 4-10 or 9-80 and the employee's bargaining unit, department, classification, and work location.**
- 2) All documents, records and data used to inform the property tax forecast in the Mid-Year Budget Review report, including all documents received from Santa Clara County regarding the 2025-2026 assessment roll, SARA property tax distributions, excess ERAF, and any other data used to inform the updated property tax forecast. Please also provide all documents, records and data used to inform the property tax forecast in the initial 2025-2026 adopted budget.**

Please let me know if you have any questions.

Sincerely,

Krista De La Torre
Representative/Organizer
IFPTE Local 21

