



January 29, 2026

Krista De La Torre  
2302 Zanker Road  
San Jose, CA 95131

**RE: Information Request – 2026 MOA Negotiations, Dated January 12, 2026**

Dear Ms. De La Torre:

Below please find responses to your follow-up questions received on January 12, 2026.

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.

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

1.00% Non-Pensionable Increase			
Unit	General Fund Cost	Other Funds Cost	Total Cost
IAFF	\$ 1,239,000	\$ 5,000	\$ 1,244,000
IBEW	\$ 34,000	\$ 82,000	\$ 116,000
OE#3	\$ 265,000	\$ 464,000	\$ 729,000
POA	\$ 2,086,000	\$ 0	\$ 2,086,000
POPRA	\$ 18,000	\$ 1,000	\$ 19,000

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:
- Job title/Classification
  - Department
  - Bargaining unit
  - Pension tier
  - Years of Service
  - Age in Years
  - 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.

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.

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:
- Changes to the Federated fund's unfunded liability, increase to the employers and employee's dollar contribution amounts on an annual basis.
  - Any analysis, report, or documentation related to the calculation of the cost impact of restoring the 5% non-pensionable.
  - 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

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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.

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.

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.

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.

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>

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

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.

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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.

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.

With best regards,



Aram Kouyoumdjian  
Director of the City Manager's Office of Employee Relations  
Director of Human Resources

Attachments