

March 18, 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 IFPTE’s follow-up questions and new requests received on and after February 26, 2026.

**Item #1: IFPTE requested that the City provide the cost of a 1% wage increase for all citywide bargaining units including details on total cost of a 1% wage increase, amount attributable to base salary, amount attributable to salary driven fringe cost, amount attributable to the General Fund, amount attributable to all other city funds, and a description of all items included in the fringe cost.**

The City’s personal services budget includes wages and all special pays in a manner where these cannot be disentangled. The budgeted costs related to retirement can be differentiated from wages and all associated pays. The table below, which can be derived by finding the differences between the tables previously provided to IFPTE, represent the fringe costs associated with retirement.

<b>Fringe Costs of a 1.00% Pensionable Increase</b>			
<b>Unit</b>	<b>General Fund Cost</b>	<b>Other Funds Cost</b>	<b>Total Cost</b>
ABMEI	\$ 0	\$ 13,000	\$ 13,000
AEA	\$ 2,000	\$ 49,000	\$ 51,000
ALP	\$ 6,000	\$ 3,000	\$ 9,000
AMSP	\$ 7,000	\$ 18,000	\$ 25,000
CAMP	\$ 43,000	\$ 61,000	\$ 104,000
MEF	\$ 127,000	\$ 81,000	\$ 208,000
SJPDA	\$ 21,000	\$ 0	\$ 21,000
IAFF	\$ 300,000	\$ 1,000	\$ 301,000
IBEW	\$ 5,000	\$ 10,000	\$ 15,000
OE#3	\$ 25,000	\$ 49,000	\$ 74,000
POA	\$ 379,000	\$ 0	\$ 379,000
POPRA	\$ 1,000	\$ 0	\$ 1,000

As has previously been indicated, these costs do not include any potential increase to the unfunded actuarial liability incurred by the Federated City Employees' Retirement System if a pensionable wage increase exceeds the Federated Board's actuarial assumption.

**Item #9: IFPTE reiterated its request for the cost impact that the conversion of the 5% non-pensionable wage increase to a 5% pensionable wage increase would have on the Federated City Employees' Retirement System liabilities and contributions rates for the AEA, AMSP, CAMP, and MEF bargaining units beginning in Fiscal Year 2026-2027.**

Without conceding that the City has any obligation to perform, or obtain from an outside consultant, any cost analysis on behalf of the union at the City's own expense, the City nevertheless requested this cost analysis from the City's actuarial services provider and will provide the results to IFPTE once it becomes available. The City anticipates receiving this information by March 31, 2026.

**Item #10: IFPTE requested a copy of the police overtime and CSO pilot program Council Memo. Additionally, IFPTE requested that the City provide clarification as to whether the administration planned to make a report to the City Council on the results of the CSO pilot program upon its completion.**

Information responsive to this request can be found in Item 4.2 on the March 10, 2026 City Council agenda, titled Police Department Overtime Spending. This document can be sourced from the following link:

- <https://sanjose.legistar.com/View.ashx?M=F&ID=15283408&GUID=514E57D7-B462-4B16-AEA4-089E80AC38FC>

Should the administration make a report to City Council on the results of the CSO pilot program, the City will inform IFPTE and provide a copy.

Below please find responses to new requests from IFPTE on or after February 26, 2026:

- 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.**

Please refer to Attachment 1 per PeopleSoft data. A list of the schedule ID codes is contained within the Exhibits of the [Alternative Work Schedules](#) Policy. Please be advised that Alternative Work Schedules apply to full-time hourly employees who work a schedule that deviates from the standard 40-hours per week. Therefore, a "4-10" schedule is not considered an Alternative Work Schedule under the City's policy.

- 2. Voluntary Furlough / Reduced Work Schedule Program Participation.**

**As referenced in City budget documents, the program was assumed to generate approximately \$100,000 in General Fund savings but reportedly produced minimal savings and was discontinued in FY 2023-2024. For every employee who participated in the City's Voluntary Furlough / Reduced Work Schedule program**

**each fiscal year from 2020 until the program was discontinued in FY 23-24, please include the following information**

- **Classification**
- **Date of hire**
- **Rate of pay**
- **Pension tier**
- **Department**
- **Bargaining unit**
- **Whether the employee participated in the voluntary furlough or reduced schedule program**
- **The time period of participation**
- **The number of hours reduced per week**

Please refer to Attachment 2.

**3. MPP award amounts from FY 2000-2001, 2005-2006, 2010-2011, 2015-2016, 2020-2021.**

The scope of this request, reaching back a quarter century, is overbroad and not reasonably calculated to meet the union’s current needs for representation of its members. Without conceding the appropriateness of the request, the City responds as follows:

The table below contains data responsive to this request regarding merit increases attributable to the Management Performance Program (MPP).

<b>Rating</b>	<b>FY 2000-2001</b>	<b>FY 2005-2006</b>	<b>FY 2010-2011</b>	<b>FY 2015-2016</b>	<b>FY 2020-2021</b>
Outstanding	No Data Available in PeopleSoft	No Data Available in PeopleSoft	No MPP Merit Increases Were Awarded	2.50%	2.50%
Commendable				2.00% - 2.50%	2.00% - 2.50%
Satisfactory				1.00%	1.00%
Improvement Needed				0.00%	0.00%

Please note that the City is still reviewing some of IFPTE’s requests and anticipates being able to provide a further response next week.

With best regards,

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

Attachments