

Proposal made by IFPTE Local 21 to the City of San Jose

The provisions contained herein are individual proposals. Language not changed herein will remain unchanged. The Union reserves the right to amend, withdraw, or add to this proposal.

Proposal #19

Submitted on: 03/25/2026 @_____

AMSP / CAMP

ARTICLE [NEW]: Crisis Intervention Training Pay

.1 Crisis Intervention Training Pay. Employees who sign-up or have completed the Crisis Intervention Training will be eligible to receive the Crisis Intervention Training premium pay of approximately 3.75%.

Effective the last full pay period of Fiscal Year 2027-2028, the Crisis Intervention Training Pay shall become pensionable for employees who have completed twenty (20) years of service in classifications assigned to the Association.

Effective the last full pay period of each fiscal year thereafter, the Crisis Intervention Training Pay shall become pensionable for employees who completed twenty (20) years of service during that fiscal year in classifications assigned to the Association.

For employees who complete twenty (20) years of service in classifications assigned to the Association, the Crisis Intervention Training Pay shall become pensionable during the last full pay period of the fiscal year in which twenty (20) years of service were completed – regardless of when during the course of that fiscal year a newly-eligible employee completed the requisite twenty (20) years of service.

For purposes of illustration, if an employee completes their twentieth (20th) year of service in February 2029, the Crisis Intervention Training Pay shall become pensionable for that employee effective the last full pay period of Fiscal Year 2028-2029.