

**2026 CITY OF SAN JOSE – AMSP NEGOTIATIONS**

**CITY COUNTERPROPOSAL TO IFPTE PROPOSAL #15 – GENERAL WAGE INCREASE**

*Contextual Background:*

In our previous round of bargaining, the City and IFPTE reached an agreement that resulted in General Wage Increases of 6.0%, 5.0%, and 3.5% during the three years of the 2023-2026 contract.

Over the life of that contract and in addition to the wage increases, the City supported Federated employees by absorbing \$33.0 million in increased retirement costs, \$14.15 million citywide in increased health benefit costs, and increases in salary-driven costs for IFPTE members, including premium pays, overtime (for AMSP), and merit increases commensurate with the 14.5% general wage increases.

During this bargaining cycle, the City is facing projected budget shortfalls of nearly \$100 million over the next three fiscal years, as set forth in the 2027-31 Five-Year Forecast, beginning with a \$56.0 million projected shortfall in the General Fund for FY 2026-27.

	2026-27	2027-28	2028-29	Total
Incremental Surplus/(Shortfall)	(\$56.0 M)	(\$26.8 M)	(\$11.8 M)	<b>(\$94.6 M)</b>

Despite the City’s unmistakably challenging fiscal situation, the City is proposing general wage increases in recognition of, and out of appreciation for, the important work of City staff.

The City’s opening wage offer invests more than \$11.1 million in IFPTE’s membership.

	FY 2026-2027	FY 2027-2028	FY 2028-2029
<b>All Funds</b>	\$3.65 million	\$3.72 million	\$3.80 million

*City Proposed Language:*

**ARTICLE 10 WAGES AND SPECIAL PAY**

10.2 Fiscal Year 2026-2027. Effective the first full pay period of Fiscal Year 2026-2027, all salary ranges for employees holding positions in classifications assigned to AMSP shall be increased by approximately 2.00%.

10.3 Fiscal Year 2027-2028. Effective the first full pay period of Fiscal Year 2027-2028, all salary ranges for employees holding positions in classifications assigned to AMSP shall be increased by approximately 2.00%.

10.4 Fiscal Year 2028-2029. Effective the first full pay period of Fiscal Year 2028-2029, all salary ranges for employees holding positions in classifications assigned to AMSP shall be increased by approximately 2.00%.

~~10.2 Fiscal Year 2023-2024. Effective September 17, 2023, all salary ranges for employees holding positions in classifications assigned to AMSP shall be increased by approximately 6.00%.~~

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~~In lieu of retroactivity, employees represented by AMSP shall receive a one-time, non-pensionable lump sum payment based on their benefit level as follows:~~

<b>Benefit Level</b>	<b>Amount of One-Time Non-Pensionable Lump Sum Payment</b>
35.00+ Hour Benefit Level	\$1,770.00
30.00 — 34.00 Hour Benefit Level	\$1,326.00
25.00 — 29.00 Hour Benefit Level	\$1,110.00
20.00 — 24.00 Hour Benefit Level	\$885.00
Part-Time Unbenefited Employees	\$442.50

~~To receive this lump sum payment as a benefited employee, the employee (1) must have been employed by the City on June 25, 2023, and (2) must be employed as of the date the payment is made. To receive this lump sum payment as a part-time unbenefited employee, the employee (1) must have been employed by the City on June 25, 2023, (2) must have worked at least 100 hours of regular time between June 25, 2023, and September 2, 2023, and (3) must be employed as of the date the payment is made. This payment shall be made during second full pay period following Council approval in open session.~~

- ~~Effective September 17, 2023, a classification salary adjustment will be made for the following classification in the following amount. All salary ranges for employees holding positions in the classification shown below shall be increased by the percentage indicated below:~~

<b>Classification</b>	<b>Classification Salary Adjustment</b>
Supervising Park Ranger (2425)	5.00%

~~10.3 Fiscal Year 2024-2025. Effective the first full pay period of Fiscal Year 2024-2025, all salary ranges for employees holding positions in classifications assigned to AMSP shall be increased by approximately 4.00%.~~

~~Effective the first full pay period in January 2025, all salary ranges for employees holding positions in classifications assigned to AMSP shall be increased by approximately 1.00%.~~

~~10.4 Fiscal Year 2025-2026. Effective the first full pay period of Fiscal Year 2025-2026, all salary ranges for employees holding positions in classifications assigned to AMSP shall be increased by approximately 3.50%.~~

~~If the revised Five-Year Forecast included as part of the 2025-2026 Proposed Operating Budget includes a \$10 million dollar surplus or more in Fiscal Year 2025-2026, the general wage increase effective the first full pay period of Fiscal Year 2025-2026, for employees holding positions in classifications assigned to AMSP shall be 4.00%.~~