

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 #21

Submitted on: 04/02/2026 @_____

AEA, AMSP, CAMP

ARTICLE [NEW]: Deferred Compensation

The City agrees to match up to two-and-one-half percent (2.5%) of the employee's salary, with a limit of four-thousand dollars (\$4,000), in a calendar year to their approved deferred compensation plan. The match payments will be contributed to the employee's 457(b) account.