

U to C 4/2/2026

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 #15**

Submitted on: 04/02/2026 @ \_\_\_\_\_

**AMSP**

**ARTICLE 10 WAGES AND SPECIAL PAY**

10.2 ~~Fiscal Year 2026-2027 2023-2024.~~ Effective ~~the first full pay period of July 2026, September 17, 2023,~~ all salary ranges for employees holding positions in classifications assigned to AMSP shall be increased by approximately ~~5.00 5.50 6.00~~%.

~~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:~~

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

10.3 Fiscal Year 2027-2028-2024-2025. Effective the first full pay period of Fiscal Year 2027-2028, 2024-2025, all salary ranges for employees holding positions in classifications assigned to AMSP shall be increased by approximately 6.00 6.50 ~~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 2028-2029 2025-2026. Effective the first full pay period of Fiscal Year 2028-2029 2025-2026, all salary ranges for employees holding positions in classifications assigned to AMSP shall be increased by approximately 7.00 7.50 ~~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%.~~

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**CAMP  
ARTICLE 10 WAGES AND SPECIAL PAY**

10.2 Fiscal Year ~~2026-2027 2023-2024.~~ Effective the first full period of July 2026, September 17, 2023, all salary ranges for employees holding positions in classifications assigned to CAMP shall be increased by approximately 5.00 5.50 6.00%.

~~In lieu of retroactivity, employees represented by CAMP 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 classifications in the following amounts. All salary ranges for employees holding positions in the classifications shown below shall be increased by the percentage indicated below.~~

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<b>Classification</b>	<b>Classification Salary Adjustment</b>
Building Inspection Manager (3910)	4.00%
Environmental Laboratory Supervisor (5118)	19.00%
Supervising Environmental Services Specialist (8204)	4.90%

10.3 ~~Fiscal Year 2027-2028~~ 2024-2025. Effective the first full pay period of Fiscal Year 2027-2028 ~~2024-2025~~, all salary ranges for employees holding positions in classifications assigned to CAMP shall be increased by approximately ~~6.00~~ 6.50 ~~4.00~~%.

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

10.4 ~~Fiscal Year 2028-2029~~ 2025-2026. Effective the first full pay period of Fiscal Year 2028-2029 ~~2025-2026~~, all salary ranges for employees holding positions in classifications assigned to CAMP shall be increased by approximately ~~7.00~~ 7.50 ~~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 CAMP shall be 4.00%.~~

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AEA

ARTICLE 10 WAGES AND SPECIAL PAY

10.2 Fiscal Year ~~2026-2027~~ 2023-2024. Effective ~~the first full period of July 2026, September 17, 2023,~~ all salary ranges for employees holding positions in classifications assigned to AEA shall be increased by approximately ~~5.00~~ 5.50 ~~6.00~~%.

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

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

~~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.~~

10.3 Fiscal Year ~~2027-2028~~ 2024-2025. Effective the first full pay period of Fiscal Year ~~2027-2028, 2024-2025,~~ all salary ranges for employees holding positions in classifications assigned to AEA shall be increased by approximately ~~6.00~~ 6.50 ~~4.00~~%.

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

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10.4 Fiscal Year 2028-2029 2025-2026. Effective the first full pay period of Fiscal Year 2028-2029, 2025-2026, all salary ranges for employees holding positions in classifications assigned to AEA shall be increased by approximately 7.00 7.50 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 AEA shall be 4.00%.~~