

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.

Countered on: 04/09/2026 @\_\_\_\_\_

**FOR AEA, AMSP, AND CAMP**

**ARTICLE 10 WAGES AND SPECIAL PAY**

~~10.1 Fiscal Year 2018-2019. Effective July 1, 2018, all employees holding positions in classifications assigned to AEA shall receive an approximate 5% ongoing non-pensionable compensation increase.~~

All employees holding positions in classifications assigned to IFPTE Local 21 shall receive the ongoing non-pensionable compensation, which shall be phased down according to the following schedule:

- Four percent (4%) non-pensionable in Fiscal Year 2026-2027 effective upon ratification of this agreement.
- Three percent (3%) non-pensionable in Fiscal Year 2027-2028 on July 1, 2027.
- Two percent (2%) non-pensionable in Fiscal Year 2028-2029 on July 1, 2028.
- One percent (1%) non-pensionable in Fiscal Year 2029-2030 on July 1, 2029.
- Zero percent (0%) non-pensionable in Fiscal Year 2030-2031 on July 1, 2030.

Employees who retire during the term of this agreement shall have one hundred percent (100%) of their wages over their last three (3) years of service paid as fully pensionable.