

Association of Legal Professionals Proposals made to City

Proposal #1 – Wages

- 9.1.1 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 ALP shall be increased by approximately 3.5%
- 9.1.2 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 ALP shall be increased by approximately 4.5%
- 9.1.3 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 ALP shall be increased by approximately 4.5%

If during the term of this agreement, the City agrees to or implements a more favorable general wage increase to another Bargaining Unit (excluding POA and IAFF), the City agrees to offer ALP the same general wage increase. If during the term of this agreement, the City increases wages, benefits, or compensation for Unit 99 employees on terms that are more favorable than this agreement, the City agrees to offer the same to ALP.

Proposal #2 – Remote Work

Article 41 of the ALP MOA be amended to read as follows:

Article 41 TELECOMMUTING

Association members shall be able to work remotely a minimum of two (2) days per week. Remote schedules may be consistent or variable, as agreed upon between the employee and the supervisor. When not otherwise in conflict with this Agreement, ALP and the City Attorney will follow the process and guidelines provided in City Policy Manual, Section 4.2.14, Flexible Workplace Policy. The City will provide advance notice of any changes to the Flexible Workplace Policy that are subject to the meet and confer process.

Proposal #3 – Executive Leave and Absence Policy

Section 29.1 of the ALP MOA be amended to read as follows:

Effective December 20, 2026, employees will receive 80 hours of executive leave per payroll calendar year. Forty additional hours may be available, upon City Attorney approval, for recognition of outstanding performance as part of the Management Performance Program. Executive leave that is not used by the end of the payroll calendar year does not accrue or carry over to the following year.

Section 29.5 of the ALP MOA be amended to read as follows:

29.5 The City Attorney shall administer Executive Leave, including details related to the use of the four-hour rule, in accordance with City Policy Manual Section 4.2.4, Executive Leave and Absence Policy.

Proposal #4 – Longevity Pay

ARTICLE 9.4 LONGEVITY PAY

Association members shall be eligible for longevity pay as follows:

(a) Effective the first full pay-period of fiscal year 2026-2027, an employee who has completed seven (7) years of service with the City of San Jose in one or more classifications assigned to the Association, shall receive an ongoing non-pensionable Longevity Pay of two percent (2%) of the employee's base salary.

(b) Effective the first full pay-period of fiscal year 2027-2028, the ongoing non-pensionable Longevity Pay shall be increased by one percent (1%) to a total of three percent (3%) of the employee's base salary.

(c) Effective the first full pay-period of fiscal year 2028-2029, the ongoing non-pensionable Longevity Pay shall be increased by two percent (2%) to a total of five percent (5%) of the employee's base salary.

9.4.1 Credit for previous public service as a licensed attorney or paralegal shall be given for completed years of service as a full-time benefitted employee.

9.4.2 The employee has the responsibility to prove certification of previous public service from the employee's previous employer(s), if so requested.

9.4.3 A public service agency may be defined as a(n) International, Federal, State, City, County, Special District, or other publicly funded agency that provides programs, goods, or services. A public agency is not defined as a not-for-profit organization or non-governmental organization that relies on donations and volunteers to operate.

Proposal #5 – Privacy Rooms

ARTICLE [NEW] Privacy Rooms

Lactating mothers with private offices shall be afforded window blinds by the City to enable the use of their offices as privacy rooms.

Proposal #6 – Salary Survey and Retention Study

By January 29, 2027, the City shall complete a salary survey and retention study for all ALP classifications. The retention study will include collection of information necessary to identify patterns of employee attrition and tenure, including the effects of the Tier 2 retirement

By February 26, 2027, the City shall meet with ALP to review the surveys and present their proposals for retention and pay equity.

Proposal #7 – Apparel Allowance

Article 9.5 – Apparel Allowance

In acknowledgement of the requirement that association members must regularly wear business suits and have them drycleaned, an annual uniform allowance of one thousand dollars (\$1000) shall be paid to each association member.

Proposal #8 – Parking Garage Security

In acknowledgement of the continued and pervasive security issues at the parking garage known as “the Fourth Street Garage” located at 44 S. Fourth Street, that many association members are assigned to use, the City agrees to explore multiple options to increase safety at that location. These options shall include locking off the stairs on the alley way entirely between that garage and the wing of City Hall and making them card key accessed only for City employees and greatly increasing security patrols, particularly during times not regularly associated with employee start of business day and end of business day.

Propoasl #9 – Job Security

Represented members will be compensated at the rate of forty (40) hours salary per year of service to a maximum of six hundred and forty (640) hours should they be terminated from employment for reasons other than cause as defined under

Section 3.04.1370 of the Municipal Code.

Proposal #10 – Vacation

Section 28.1 of the ALP MOA be amended to read as follows:

28.1 Vacation accrues at the following rates for each paid hour (either worked or paid absence):

Years of Service	Annual Hourly Accrual (Full Time)
1-5	120 hours
6-14	160 hours
15+	240 hours

Section 28.2 of the ALP MOA amended to read as follows:

Years of Service	Maximum Accrued Vacation
1-5	240 hours
6-14	320 hours
15+	480 hours

Section 28.2.1 of the ALP MOA be amended to read as follows:

Beginning calendar year 2027, employees may sell back up to a maximum of 120 hours of accrued vacation.

Section 28.2.3 of the ALP MOA be amended to read as follows:

Employees must elect the number of vacation hours they will sell back during a calendar year, up to a maximum of 120 hours, by the end of November of the prior year. If the employee does not submit an irrevocable election form to Payroll on or before the end of November, the employee will not be eligible to sell back any vacation hours during the next calendar year.

Proposal #11 – Technology Stipend

Section 9.3 of the ALP MOA be amended to read as follows:

Eligible employees will receive a monthly Technology Stipend in the amount of \$150. This stipend shall be in lieu of any Cellular and/or Data Plan Stipend that any employee may be receiving or have been eligible for.

Proposal #12 – MANAGEMENT PERFORMANCE PROGRAM

Article 10 of the ALP MOA currently states that performance reviews, merit increases and bonuses shall occur consistent with the City’s Management Performance Program, as set forth in Section 3.3.2 of the City Policy Manual.

CPM Section 3.3.2 is inconsistent with this provision, in that it states: “certain provisions of the MPP do not apply to management employees in the offices of the City Attorney or City Auditor, and these are specified in Section 4A of Council Resolution #51870.”

By February 26, 2027, the City will provide ALP with a proposal for applying CPM 3.3.2 to ALP represented employees, including implementing “Achievement Plans” prior to the next appraisal period that include specific, measurable, achievable, and time-bound goals for the employee to ensure that performance reviews, merit increases, and bonuses fairly reflect the achievements of the employee and provide employees in advance with a framework for how their performance will be evaluated. The City will meet with ALP representatives on at least a monthly basis beginning in March 2027 if requested by ALP to discuss the City’s proposal and confer regarding office implementation.

Proposal #13 – Parental Leave Time Donation Program

Add Parental Leave Time Donation Program to Article 36.

The City’s Paid Parental Leave Program (CPM 4.2.7) currently allows eligible employees to use 120 hours of sick leave for specified bonding purposes. The City’s Time Donation Programs (4.2.10) allow employees to receive voluntary donations of paid leave under specified circumstances when they have exhausted all paid leave (personal leave, sick leave, vacation, compensatory time and executive leave) or will have exhausted all paid leave by the time donations can be processed.

Effective July 1, 2026, employees represented by ALP who are pregnant or eligible to receive the City’s Paid Parental Leave are also eligible to receive up to a total of 320 hours of Parental Leave Time Donation (PLTD), except that there shall be no hours of service requirement to be eligible for PLTD. An employee does not need to have exhausted other types of leave to receive PLTD. An eligible pregnant employee may register for PLTD up to six months before the due date. Up to 160 hours of donated time will be processed when received by a pregnant employee and will be immediately available to the employee as sick leave for the employee to use consistent with the provisions of Article 30 or Section 34.3 of this agreement. All eligible employees may register for PLTD up to six months after the eligible date of birth, adoption, or foster care

placement. After an eligible birth, adoption or foster care placement, PLTD donations up to 320 hours total will be processed and will be immediately available to the employee as sick leave for the employee to use consistent with the provisions of Article 30 or Section 34.3 of this agreement.

Proposal #14 – Voluntary Separation Incentive Payments for Tier 1 Employees

Any ALP represented employee eligible for Tier 1 retirement who submits an application for Voluntary Separation Incentive Payments (VSIP) within 60 days of the effective date of this agreement and retires within 120 days of the effective date of this agreement will receive upon retirement a one-time lump sum non-pensionable payment equal to 75% of the 2025 City Paid Retirement Contribution (Normal Cost) of that employee as listed on City's Website for Total Compensation Information City of San Jose Employee Compensation Information Spreadsheet.