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CONFIDENTIAL EMPLOYEES' ORGANIZATION
AFSCME LOCAL 101, AFL-CIO



CITY OF SAN JOSE
CONTRACT NEGOTIATIONS 2018

AFSCME CEO PROPOSAL – EDUCATIONAL AND PROFESSIONAL INCENTIVES

ARTICLE 7.14 Educational and Professional Incentives

7.14.1 The City will reimburse each employee 100% of expenses incurred, up to \$1,000 per fiscal year, for registration, tuition, fees, and textbooks for college accredited course which are either related to or beneficial for the employee's current position or related to or beneficial for a lateral transfer, promotion or other career opportunity within the City service as approved by the Department Director or designee. Of the \$1,000 amount, up to \$600.00 may be used for non-college accredited courses, online courses, Continuing Education Units, Adult Education Classes, workshops, membership dues in professional associations, professional licenses, and professional certificates which are either related to or beneficial for a lateral transfer, promotion or other career opportunity within the City service, as approved by the Department Director or designee. City Policy Manual Section – Education Reimbursement outlines additional details of the program.

7.14.1.1 The City will reimburse each employee 100% of expenses incurred up to \$1,000 per fiscal year for the Secretary of State for the State of California approved notary public education and training classes, examinations and textbooks for employees designated to perform notary services on behalf of the City of San Jose.

7.14.2 The City supports special training and professional development opportunities for the whole bargaining unit or major subgroups of the bargaining unit, e.g., Analysts of Administrative Staff. Ideas for training and professional development may be proposed by bargaining unit groups to be developed in conjunction with a liaison appointed by the City Manager.

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- 7.14.3 Each employee will be allowed a minimum of eight (8) hours paid release time per year to attend *approved Secretary of State for the State of California notary public approved classes, continuing education and/or training and;* training and/or professional development classes developed under section 7.14.2. Additional subjects proposed by bargaining unit groups not covered under the eight (8) hour allotment may be incorporated into regular training programs provided by the City.