

## 2021 CITY OF SAN JOSE – ALP NEGOTIATIONS

### CITY PROPOSAL– PROFESSIONAL DEVELOPMENT PROGRAM

12.1 The City will reimburse each eligible full-time Association employee for up to at least \$1,000 per fiscal year for certain professional development costs in accordance with City’s “Professional Development Program – Association of Legal Professionals of San Jose (“ALP”), as set forth in Section 4.3.6 of the City Policy Manual on the Effective Date. The amount set forth for professional materials shall increase to \$500 per fiscal year.

12.1.1 The City will reimburse each eligible part-time benefited employee one-hundred percent (100%) of expenses incurred, up to the maximum amounts per fiscal year listed below, pursuant to the terms and conditions of the Professional Development Program for employees represented by ALP as described in the City Policy Manual’s Professional Development Program.

<u>Scheduled Work Hours per Week</u>	<u>Maximum Reimbursement for Part-Time Benefited Employees</u>	<u>Maximum Reimbursement for Professional Materials</u>
<u>35-39.9 hours per week</u>	<u>\$1,000.00</u>	<u>\$500.00</u>
<u>30-34.9 hours per week</u>	<u>\$750.00</u>	<u>\$375.00</u>
<u>25-29.9 hours per week</u>	<u>\$625.00</u>	<u>\$312.50</u>
<u>20-24.9 hours per week</u>	<u>\$500.00</u>	<u>\$250.00</u>
<u>Less than 20 hours per week</u>	<u>\$0.00</u>	<u>\$0.00</u>

12.2 Temporary employees **are not eligible** for this benefit.