

**2021 CITY OF SAN JOSE – CAMP NEGOTIATIONS
TENTATIVE AGREEMENT**

CITY PROPOSAL – PROFESSIONAL DEVELOPMENT PROGRAM

City Proposed Language:

11.7 Professional Development Program The City will reimburse each full-time employee 100% of eligible expenses incurred, up to \$1,000 per fiscal year, pursuant to the terms and conditions of the Professional Development Program for employees represented by CAMP, IFPTE, Local 21 as described in the City Policy Manual’s Professional Development Program.

11.7.1 A total of \$500 (of the \$1,000 annual maximum) may be reimbursed for professional materials pursuant to the terms and conditions of the Professional Development Program for employees represented by CAMP, IFPTE, Local 21 as described in the City Policy Manual’s Professional Development Program, provided that the materials relate to and are beneficial for the work of the employee’s current City position or occupation or are required of the employee’s current City position or occupation.

11.7.2 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 CAMP, IFPTE, Local 21 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>

**This agreement is considered tentative and shall not be considered final or binding until a final agreement on all terms has been reach and both ratified by union members and approved by City Council.*

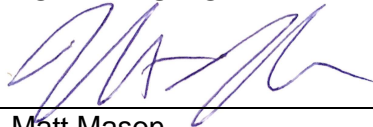
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FOR THE CITY:

 6/28/2021

Jennifer Schembri Date
Director of Employee Relations
Director of Human Resources

FOR THE UNION:

 6/28/2021

Matt Mason Date
Business Representative
IFPTE, Local 21