

2023 CITY OF SAN JOSÉ – AEA, AMSP, AND CAMP NEGOTIATIONS

CITY COUNTERPROPOSAL TO AEA, AMSP, AND CAMP – PROFESSIONAL DEVELOPMENT PROGRAM

City Proposed Language:

ARTICLE 11 BENEFITS

(Section 11.6 AEA. Section 11.7 AMSP and CAMP – Current Maximum for AMSP is \$1,000 per fiscal year)

11.6 Professional Development Program The City will reimburse each full-time employee 100% of eligible expenses incurred, up to ~~\$1,500.00~~2,500.00 per fiscal year, pursuant to the terms and conditions of the Professional Development Program for employees represented by AEA, IFPTE, Local 21 as described in the City Policy Manual’s Professional Development Program.

11.6.1 A total of ~~\$500-1,000.00~~ (of the ~~\$1,500~~2,500.00 annual maximum) may be reimbursed for professional materials pursuant to the terms and conditions of the Professional Development Program for employees represented by AEA, 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.

11.6.2 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 AEA, IFPTE, Local 21 as described in the City Policy Manual’s Professional Development Program.

Scheduled Work Hours per Week	Maximum Reimbursement for Part-Time Benefited Employees	Maximum Reimbursement for Professional Materials
35-39.9 hours per week	\$1,500.00 <u>2,500.00</u>	\$500.00 <u>1,000.00</u>
30-34.9 hours per week	\$1,125.00 <u>1,875.00</u>	\$375.00 <u>750.00</u>
25-29.9 hours per week	\$937.50 <u>1,562.50</u>	\$312.50 <u>625.00</u>
20-24.9 hours per week	\$750.00 <u>1,250.00</u>	\$250.00 <u>500.00</u>
Less than 20 hours per week	\$0.00	\$0.00