



# Memorandum

**TO:** HONORABLE MAYOR  
AND CITY COUNCIL

**FROM:** Aram Kouyoumdjian

**SUBJECT:** See Below

**DATE:** June 5, 2026

Approved

Date:

6/5/2026

**COUNCIL DISTRICT:** Citywide

**SUBJECT:** Approval of the Terms of an Agreement with the San José Police Dispatchers' Association (SJPDA), for the Term of July 1, 2026, through June 30, 2029

## RECOMMENDATION

Adopt a resolution approving the terms of a collective bargaining agreement between the City and the San José Police Dispatchers' Association (SJPDA) for the term of July 1, 2026, through June 30, 2029, and authorizing the City Manager to execute an agreement with those terms.

## SUMMARY AND OUTCOME

Adoption of the resolution will result in a collective bargaining agreement between the City and SJPDA and authorize the City Manager to execute an agreement with a term of July 1, 2026, through June 30, 2029, with those terms.

## BACKGROUND

The City of San José's collective bargaining agreement with SJPDA will expire on June 30, 2026. SJPDA currently represents approximately 160.5 full-time equivalent (FTE) positions. This unit includes employee job classifications such as Supervising Police Dispatcher, Senior Police Dispatcher (FT/PT), Police Radio Dispatcher (FT/PT), Police Communications Specialist (FT/PT), and Police Radio Dispatcher Trainee.

In March 2026, negotiations with SJPDA commenced, and on May 27, 2026, the City and SJPDA reached an overall Tentative Agreement on the terms to be contained in the successor Memorandum of Agreement between the City and SJPDA.



<b>(Continued)</b>	classifications assigned to SJPDA will receive a pensionable base pay increase of approximately 3.00%. This will result in both the top and bottom step of the pay range being increased by approximately 3.00%.
<b>POST Certification Pay</b>	<p><u>Intermediate POST Certification</u></p> <p>Effective the first full pay period of Fiscal Year 2027-2028, employees in SJPDA who possess a valid Intermediate POST certification will be eligible to receive a 2.00% pensionable premium pay.</p> <p>Effective the first full pay period of Fiscal Year 2028-2029, the Intermediate POST Certification pensionable premium pay shall be increased by 1.00% for a total of approximately 3.00%.</p> <p><u>Advanced POST Certification</u></p> <p>Effective the first full pay period of Fiscal Year 2027-2028, employees in SJPDA who possess a valid Advanced POST certification will be eligible to receive a 2.50% pensionable premium pay.</p> <p>Effective the first full pay period of Fiscal Year 2028-2029, the Advanced POST Certification pensionable premium pay shall be increased by 2.50% for a total of approximately 5.00%.</p> <p>If an employee loses their POST Intermediate or Advanced certificate or if their certificate is suspended, any POST Certification Pay shall cease until the San José Police Department and the Finance-Payroll Department have been informed that the certificate has been re-obtained. The employee is responsible for ensuring the City is notified of any change in status of their certificate.</p>
<b>Union Release Time</b>	In lieu of the release time afforded to the designated Union Representative in Article 6.3.2 of the Memorandum of Agreement between the City and SJPDA, two (2) hours per week of paid union release time shall be allocated to the Union President or one designated Union Officer. SJPDA will notify the City of the selection of the designated Union

	Officer who should remain in this role for at least a three-month period, absent extenuating circumstances.
<b>Labor Management Committee</b>	A labor-management meeting between the San José Police Department and SJPDA shall be held on a monthly basis. The labor-management meeting shall consider and discuss broadly matters of mutual concern pertaining to department operations or employment issues.
<b>Side Letter – Retirement Plan</b>	<p>Prior to September 30, 2027, the parties shall convene to discuss potential membership in the Police and Fire Department Retirement Plan for classifications represented by SJPDA.</p> <p>The parties agree that no promises, representations, understandings, or warranties have been made or relied upon by any party other than those that are expressly contained herein. The parties further agree that any agreed upon modifications will be subject to approval by the City Council, the City's retirement boards, ratification by SJPDA membership, and potential voter approval.</p>

### **EVALUATION AND FOLLOW-UP**

No additional follow-up action with the City Council is expected at this time.

### **FISCAL IMPACTS**

In Fiscal Year 2026-2027, the cost of the one-time non-pensionable lump sum payment is approximately \$835,000, of which approximately \$831,000 is in the General Fund. This cost will be offset by a recommended decrease to the Salaries and Benefits Reserve and other adjustments, as necessary, as part of budget actions that will be brought forward for City Council consideration as part of the 2025-2026 Annual Report.

In Fiscal Year 2027-2028, the ongoing cost of the 3.00% pensionable general wage increase is approximately \$654,000, of which \$651,000 is in the General Fund. The ongoing cost due to the establishment of the POST Certification pay in Fiscal Year 2027-2028 is approximately \$382,000, of which approximately \$380,000 is in the General Fund. The ongoing costs will be factored into the annual development of the Base Budget.

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In Fiscal Year 2028-2029, the ongoing cost of the 3.00% pensionable general wage increase is approximately \$674,000, of which \$671,000 is in the General Fund. The ongoing cost due to the increases to the POST Certification pay is approximately \$311,000, of which approximately \$310,000 is in the General Fund. The ongoing costs will be factored into the annual development of the Base Budget.

### **COORDINATION**

This memorandum was coordinated with the City Attorney's Office and the City Manager's Budget Office.

### **PUBLIC OUTREACH**

This memorandum will be posted on the City Council Agenda website for the June 16, 2026 City Council meeting.

### **BOARD, COMMISSION, COMMITTEE RECOMMENDATION AND INPUT**

No board, commission, or committee recommendation or input is associated with this action.

### **CEQA**

Not a Project, File No. PP17-003, Agreements/Contracts (New or Amended) resulting in no physical changes to the environment.

### **PUBLIC SUBSIDY REPORTING**

This item does not include a public subsidy as defined in section 53083 or 53083.1 of the California Government Code or the City's Open Government Resolution.



Aram Kouyoumdjian  
Director of City Manager's Office of Employee Relations  
Director of Human Resources

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For questions, please contact Sarah Steele, Senior Executive Analyst, City Manager's Office of Employee Relations, at (408) 535-8158.

**ATTACHMENT:**

City of San José – SJPDA Tentative Agreement