

City and Unit 10 Negotiations – Tentative Agreement

July 10, 2025

The following represents the Parties' Comprehensive Tentative Agreement. The parties understand that if the Comprehensive Tentative Agreement is not accepted, the parties will revert back to their last on the record proposals.

1. Duration [Agreed]

4 Years (expiring December 31, 2029)

2. Wages (Sec. 2.A)

Time	Wage
Adoption	5% Equity for Dispatchers \$1,500 Lump Sum for non-Dispatch
1/1/26	4% COLA (all except Dispatch)
7/1/26	3% COLA (Dispatch only)
1/1/27	3% COLA (Dispatch only) 4% COLA (all except Dispatch)
1/1/28	3% COLA (all)
1/1/29	3% COLA (all)

3. POST (Sec. 38.A) [Agreed]

- Effective August 31, 2025, increase Dispatch POST to 3.0% for Intermediate and Advanced POST (total 6%).
- Effective August 31, 2025, increase Records Supervisor POST to 3.0%.

4. Holidays (Sec. 7.A) [Agreed]

City 06/04/25 Proposal. Effective 12/21/25, Convert Dispatchers to Holiday in Lieu.

5. Vacation (Sec. 8) [Agreed]

- Effective 12/21/25, increase cap to 480 and institute hard cap.
- No outside Service Credit (status quo).
- Increase vacation payout from 60 hours to 90 hours for Calendar years 2026 (election in 2025), 2027 (election in 2026) and 2028 (election in 2027).

6. Training Premium (Sec. 45)

Modify to read:

Effective August 31, 2025, Community Service Officer IIs assigned as Field Training Officers to train newly hired Community Service Officers, Police Records Specialist IIs assigned to train newly hired Police Records Specialists, ~~and~~ Public Safety Dispatcher IIs assigned to train newly hired Public Safety Dispatcher Is or IIs, and Jail Service Officers assigned as Field Training Officers to train newly hired Jail Service Officers will be entitled to premium training pay of five percent (5%) for actual hours worked performing those duties.

Public Safety Dispatcher II's assigned to train other City employees temporarily assigned to work in the Communications Center will be entitled to premium training pay of five percent (5%) for actual hours worked performing those duties.

The existing Side Letter Agreement regarding Senior Public Safety Dispatcher training premiums shall continue after adoption of this Agreement and expire pursuant to the terms of the SLA unless extended by mutual agreement of the parties.

7. **CTO** (Sec. 14) [Agreed]
Eliminate CTO Payout (effective 12/21/25).
8. **Health Benefits** (Sec. 9.A) [Agreed]
City 06/04/25 Proposal but eliminate reference to bona fide plan. (Effective 12/21/25)
9. **Staffing and Sabbatical for Super Bowl and FIFA** (attached Side Letter) [Agreed]
Confirm Department discretion to adjust staffing levels. Add sabbatical time of up to 90 hours earned in blocks of 30 days per 2 weeks overtime during specified deployment periods (30/30/30 with 1 block for Superbowl and 2 for FIFA).
10. **Bereavement Leave** (Sec. 6) [Agreed]
City 06/04/25 Proposal. Cleanup. (Effective 8/31/25)
11. No Change to Article 47, Communications Center
12. **Changes In Assignments (Effective 12/21/25)**

Regular Schedule Changes

Regular job assignments and/or shifts for represented employees will be changed upon reasonable notice. Reasonable notice shall be deemed to be at least fourteen (14) calendar days prior to implementation of the change in assignment and/or shift to the extent possible.


Mandatory Overtime Assignments

Mandatory Overtime may be required for any event where the Department determines it is appropriate, including minimum daily/shift staffing or increased staffing in response to specific circumstances or events. Voluntary overtime will be offered before mandating any employee, and the notice requirements set forth below shall not apply to voluntary overtime.

The Department will provide reasonable notice when mandating an employee to return to work for a planned event. Reasonable notice will normally be fourteen (14) calendar days before the event. However, less than fourteen (14) calendar days' notice will be deemed reasonable in unusual circumstances, including but not limited to when an event is scheduled or cancelled by a third party with less than fourteen (14) calendar days' notice, or when the unplanned absence of another employee necessitates the overtime.

CITY OF SANTA CLARA AND PUBLIC SAFETY NON-SWORN EMPLOYEES' ASSOCIATION (UNIT 10)
NEGOTIATIONS

FOR THE CITY:



Charles Sakai Date 7/10/25
Outside Counsel



Marco Mercado Date 7-10-25
Acting Director of Human Resources


Ashley Lancaster Date 7/10/25
Acting Assistant Director of Human Resources

FOR THE UNION:


Rachel Thomas Date 07/10/25
President, PSNSEA


Peter Hoffmann Date 7/10/25
Outside Counsel


Paul Vogelsanger Date 7/10/25
Unit 10


Alex Quintero Date 7-10-25
Unit 10


Alexis Morales Date 7-10-25
Unit 10