



PROFESSIONAL & TECHNICAL ENGINEERS, LOCAL 21, AFL-CIO  
*An Organization of Professional, Technical, and Administrative Employees*

**Sent Via Email**

October 18, 2011

Honorable Mayor and City Council  
Alex Gurza, Deputy City Manager  
City of San Jose  
200 East Santa Clara Street  
San Jose, CA 95113

**RE: Study Session Clarification**

Dear Mayor, Council and Mr. Gurza,

A couple of points of clarification and/or corrections are in order with regard to proposals that have been presented and discussed at the bargaining table. Your understanding of our proposal, as presented by City Administration, may be influenced by these clarifications and we thought you should have as clear an understanding as possible prior to any deliberative process you may engage in.

First, for all three tiers we have proposed to **eliminate** SRBR and transfer the funds back into the Federated Retirement Fund.

Second, we have proposed for Tier 2 (opt-in) that the retirement age be increased to 60-years and that it take 5-years to vest.

Third, we were asked by the City at the bargaining table to cost out any proposed retirement reform plan with 100% employee participation. It was your request. Incentives have not been proposed, as explained at the bargaining table, because we have not come to agreement on the elements of the reforms, thus we don't know yet what it may take to incentivize members to opt in.

Known gains are just that. Our 10-percent pay cut must count for something. Our

actuary and your actuary should continue to work together to finalize cost savings estimates and we are committed to continuing to work with the City bargaining team to get answers about your proposal as well.

Sincerely,

Sent without signature to expedite communication

Nancy J. Ostrowski  
IFPTE Local 21 Senior Staff  
Chair of the San Jose Coalition

Cc: AEA Bargaining Team  
AMSP Bargaining Team  
CAMP Bargaining Team  
Christopher Platten, Esq.