

Citywide Average Cost by Employee Unit  
(Fiscal Year 2011-2012 Adopted Budget)

Employee Unit	Full Time Equivalents (FTEs)	Average Total Cost of Pay & Benefits per FTE
Association of Building, Mechanical and Electrical Inspectors (ABMEI)	52	\$147,819
Association of Engineers and Architects (AEA)	199	\$145,441
Association of Legal Professionals (ALP)	36	\$207,667
Association of Maintenance Supervisory Personnel (AMSP)	77	\$129,407
City Association of Management Personnel (CAMP)	335	\$144,323
Confidential Employees' Organization (CEO)	183	\$127,407
Executive Management (Unit 99)	215	\$196,236
International Brotherhood of Electrical Workers, Local No. 332 (IBEW)	73	\$138,884
International Union of Operating Engineers, Local No. 3 (OE#3)	697	\$96,352
Municipal Employees' Federation (MEF)	1,798	\$94,894
San Jose Fire Fighters, Local 230 (IAFF)	645	\$201,611
San Jose Police Officers' Association (POA)	1,085	\$203,211
Unrepresented Non-Management	7	\$28,270
<b>CITYWIDE</b>	<b>5,400</b>	<b>\$141,918</b>

**Source:** Salary and Fringe Benefit Costs by Employee Unit & Fund for the 2011-2012 Adopted Budget dated August 25, 2011