

**2018 CITY OF SAN JOSE - IAFF NEGOTIATIONS  
TENTATIVE AGREEMENT**

U-7C  
2/6/18

---

IAFF PROPOSAL 2 – Standardized Promotional Increases

5.7 When promoted to another classification, employees shall be placed in the step that provides them with a minimum five percent (5%) base salary increase, up to a maximum of top step. For the purpose of this calculation, twelve percent (12%) paramedic premium pay shall be considered as part of the employee's pre-promotion base salary.

*This term is proposed as a component of a package agreement.*