

POA NEGOTIATIONS – ACTUAL SALARY DATA – 2021

Union / Employee Unit		Avg. Salary (Incl. OT)
San José Police Officers Association	POA	\$ 189,189.05
International Association of Firefighters, Local 230	IAFF	\$ 172,231.22
Association of Legal Professionals	ALP	\$ 164,137.04
Executive Management and Professional Employees	Unit 99	\$ 142,411.89
Association of Building, Mechanical and Electrical Inspectors	ABMEI	\$ 124,752.62
International Brotherhood of Electrical Workers	IBEW	\$ 124,681.41
Association of Maintenance Supervisory Personnel, IFPTE	AMSP	\$ 117,265.46
Association of Engineers and Architects, IFPTE	AEA	\$ 113,577.77
City Association of Management Personnel, IFPTE	CAMP	\$ 109,787.98
Peace Officer Park Ranger Association	POPRA	\$ 104,206.42
Municipal Employees' Federation, AFSCME	MEF	\$ 84,132.39
International Union of Operating Engineers	OE#3	\$ 77,015.04
San Jose Police Dispatchers Association	SJPDA	N/A
Citywide Average		\$ 124,956.25

- Average Salary (Including Overtime) is not available for SJPDA for Payroll Calendar Year 2021, because SJPDA positions were still assigned to MEF at that time.
- Average salary inclusive of non-pensionable pays, POST (for POA), and overtime earnings in Payroll Calendar Year 2021 (December 27, 2020 – December 25, 2021), and only reflects full-time employees in the given bargaining / employee unit. In situations where employees were employed for only part of Payroll Calendar Year 2021, those earnings have been annualized.