

Proposal made by IFPTE Local 21 to the City of San Jose
 The provisions contained herein are individual proposals. Language not changed herein will remain unchanged. The Union(s) reserves the right to amend, withdraw or add to this proposal.
 Submitted on: 04/05/2023

UNION PROPOSAL #13

ARTICLE x.x.xx DEFINITION OF THE MARKET

1. Comparable classifications in cities and counties in Santa Clara, San Mateo, Contra Costa, San Francisco and Alameda Counties serving populations of 100,000 or more will be used to compare classifications. Population figures will be used from the U.S. Census Bureau.
2. Compensation information from the private sector will be gathered from existing published sources, and used to supplement public sector data as deemed appropriate.
3. Based on the April 1, 2000, U.S. Census Bureau, 2000 Census of Population, the following agencies currently meet the definition of the market:

Alameda County	Berkeley
Concord	Contra Costa County
Daly City	Fremont
Hayward	Oakland
San Francisco City/County	San Mateo County
Santa Clara	Santa Clara County
Sunnyvale	

4. To more accurately reflect the job market that San Jose competes in as an employer, Santa Clara County and the other cities in the above list that are within Santa Clara County shall be counted twice for the purposes of determining average market wages. The City will also only use “pensionable wages” in market average calculations.
5. When six (6) or fewer classification matches are available, the City agrees to use Valley Water, East Bay MUD, and Zone-7 as alternative comparators. When the use of those agencies still produces less than six (6) classification matches, the City and the Union will meet and confer regarding appropriate matches for market comparison.
6. When a classification in the City has a vacancy rate of ten percent (10%) or more for a period of time greater than six months, the City shall perform a wage study using the above metrics and meet and confer with the Union to discuss the reasons for the prolonged vacancy rate and possible solutions, including potential market adjustment pending City Council approval.