

CITY PROPOSAL TO AEA, AMSP, AND CAMP – DEFINITION OF THE MARKET

City Proposed Language:

ARTICLE 10 WAGES AND SPECIAL PAY

10.X Definition of the Market. 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 against City classifications. Population figures will be based on data from the U.S. Census Bureau.

10.X.1 Compensation information from the private sector will be gathered from existing published sources and will be used to supplement public sector data as deemed appropriate by the City.

10.X.2 Based on the April 1, 2020, U.S. Census Bureau, 2020 Census of Population, the following agencies currently meet the definition of the market:

<u>Alameda County</u>	<u>Berkeley</u>
<u>Concord</u>	<u>Contra Costa County</u>
<u>Daly City</u>	<u>Fremont</u>
<u>Hayward</u>	<u>Oakland</u>
<u>San Francisco City/County</u>	<u>San Mateo County</u>
<u>Santa Clara (City)</u>	<u>Santa Clara County</u>
<u>Sunnyvale</u>	<u>Richmond</u>
<u>Antioch</u>	<u>San Mateo (City)</u>

10.X.3 Based on the classification, the City may utilize classifications at jurisdictions outside of those listed in 10.X.3 as appropriate and will obtain feedback from the Union in these cases.

10.X.4 If the Union believes that a long-term vacancy issue exists in an IFPTE-represented classification, the Union may request information and/or raise these matters for discussion at a Labor Management Committee meeting.