



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:

05/19/23

- **Contract Term:**

3-Year Term: July 1, 2023 – June 30, 2026

- **General Wage Increase:**

8.5% Effective July 1, 2023

8.0% Effective July 1, 2024

6.5% Effective July 1, 2025