



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:

06/07/23

WAGE OPTION A

Contract Term:

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

• **General Wage Increase:**

7% Effective July 1, 2023

7% Effective July 1, 2024

6% Effective July 1, 2025

Additionally, studies of all represented classifications paid 10% or more below the market will be completed within 6 months from execution of an agreement on a successor MOA.

WAGE OPTION B

Contract Term:

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

• **General Wage Increase:**

7% Effective July 1, 2023

6% Effective July 1, 2024

5% Effective July 1, 2025

Immediate restoration of the 5% non-pensionable pay

Additionally, studies of all represented classifications paid 10% or more below the market will be completed within 6 months from execution of an agreement on a successor MOA.