



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: 06/07/2023

## COUNTER PROPOSAL

### 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 ~~of~~ **around** 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, 2020, U.S. Census Bureau, 2020 Census of Population, the following agencies currently meet the definition of the market:

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

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. The City will establish an acceptable minimum number of classifications matches within the above jurisdiction if this number of matches is not obtained from the above list the city will look for comparable classifications within special districts including but not limited to Valley Water, East Bay MUD, **Union Sanitation**, and Zone-7 as alternative comparators. When the use of those agencies still produces less than the established minimum classification matches, the City and the Union will meet and confer regarding appropriate matches for market comparison.