

**General Wage Increase Survey
Marketplace of Agencies**

Agency	Unit(s)	FY 2022-2023	FY 2023-2024	FY 2024-2025	FY 2025-2026	Sources	
San Francisco	IFPTE	5.25%	4.81%	-	-	IFPTE	
Oakland	IFPTE	5.00%	5.00%	4.00%	-	IFPTE TA	
Fremont	FAME / PETA	5.00%	5.00%	4.00%	-	Fremont Association of Management Employees	Professional Engineers & Technicians Association
Hayward	IFPTE / HAME	2.00%	5.00%	-	-	IFPTE	Hayward Association of Management Employees
Sunnyvale	SMA	3.00%	-	-	-	Sunnyvale Managers Association	
Concord	OPEIU	3.00%	-	-	-	OPEIU	
Santa Clara (City)	Unit 4	0.00%	5.00%	3.00%	-	Engineers of the City of Santa Clara	
Berkeley	PEU	3.00%	1.00%	-	-	Public Employees Union	
Richmond	IFPTE	0.00%	5.00%	4.00%	4.00%	IFPTE	
Antioch	Management Unit	2.00%	4.00%	3.00%	-	Management Unit Tentative Agreement	
San Mateo (City)	SMMEA	4.00%	4.00%	1.00%	-	San Mateo Management Employees' Association	
Daly City	AFSCME / ECDPSA	4.00%	4.00%	4.00%	-	MOAs are not updated. Data is per Daly City HR.	
Alameda County	IFPTE / ACMEA	3.50%	3.50%	3.50%	-	IFPTE - PACE	
Contra Costa County	IFPTE	5.00%	5.00%	5.00%	5.00%	IFPTE	
San Mateo County	SMCCE	3.00%	3.00%	4.00%	-	SMCCE	
Santa Clara County	CEMA / IFPTE	3.00%	3.00%	-	-	County Employees Management Association	IFPTE
Average		3.17%	4.09%	3.55%	4.50%		
Actual and Proposed San Jose General Wage Increases	AEA / AMSP / CAMP	4.50%	5.00%	4.00%	3.00%		

Additional Notes:

General Wage Increases shown above represent the highest increase between the agency and the units surveyed.

San Francisco's FY 23-24 increases are in 2 parts (2.50% on 7/1/23, and 2.25% on 1/6/24) and are contingent on the following: "if the March 2023 Joint Report, prepared by the Controller, the Mayor's Budget Director, and the Board of Supervisors' Budget Analyst, projects a budget deficit for fiscal year 2023-2024 that exceeds \$300 million, then the base wage adjustment due on July 1, 2023 [and on January 6, 2024], will be delayed by approximately six (6) months"

Updated City of Santa Clara to 5.00% in FY 23-24 based on side letter with Unit 4. (6/15/23)