

**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	SEIU	5.25%	4.81%	-	-	<a href="#">SEIU MOA (Page 44 of the PDF)</a>
Oakland	SEIU	5.00%	5.00%	4.00%	-	<a href="#">SEIU Article</a>
Fremont	CFEA	5.00%	5.00%	4.00%	-	<a href="#">CFEA MOA (Page 11 of the PDF)</a>
Hayward	SEIU	3.00%	5.00%	-	-	<a href="#">SEIU MOA (Page 35 of the PDF)</a>
Sunnyvale	SEIU	6.00%	4.00%	3.50%	3.50%	<a href="#">SEIU MOA (Page 19 of the PDF)</a>
Concord	Teamsters	3.00%	-	-	-	
Santa Clara (City)	Units 5/7/8	5.00%	-	-	-	<a href="#">Side Letter with Units 5/7/8</a>
Berkeley	SEIU	3.00%	1.00%	-	-	<a href="#">SEIU MOA (Page 20 of the PDF)</a>
Richmond	SEIU	0.00%	5.00%	4.00%	4.00%	<a href="#">SEIU MOA (Page 10 of the PDF)</a>
Antioch	Confidential Unit	2.00%	4.00%	3.00%	-	<a href="#">Confidential Unit TA (Page 4 of the PDF)</a>
San Mateo (City)	SMCEA	4.00%	4.00%	-	-	<a href="#">SMCEA TA (Page 1 of the PDF)</a>
Daly City	Teamsters	4.00%	4.00%	4.00%	-	MOAs are not updated. Data is per Daly City HR.
Alameda County	SEIU	3.25%	6.00%	5.00%	4.00%	<a href="#">SEIU Memo (Page 103 of the PDF)</a>
Contra Costa County	AFSCME	5.00%	5.00%	5.00%	5.00%	<a href="#">AFSCME MOA (Page 17 of the PDF)</a>
San Mateo County	SEIU	3.00%	4.00%	-	-	<a href="#">SEIU MOA (Page 17 of the PDF)</a> <a href="#">AFSCME MOA (Page 13 of the PDF)</a>
Santa Clara County	SEIU	3.00%	-	-	-	<a href="#">SEIU MOA (Page 37 of the PDF)</a>
<b>Average</b>		<b>3.72%</b>	<b>4.37%</b>	<b>4.06%</b>	<b>4.13%</b>	
<b>Actual and Proposed San Jose General Wage Increases</b>	<b>MEF</b>	<b>4.50%</b>	<b>5.00%</b>	<b>4.00%</b>	<b>3.00%</b>	

**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 22-23 based on side letter with Units 5/7/8. (6/15/23)