

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 reserves the right to amend, withdraw, or add to this proposal.

Proposal #9

Submitted on: 03/11/2026 @_____

AEA, AMSP, CAMP

10.9.3 - Definition of Market

When conducting a salary survey, if less than six (6) classification matches are available, the City may utilize classifications at jurisdictions outside of those listed in Article 10.11.2, which may include special districts, as appropriate and will obtain feedback from the Union in these cases.

Prior to conducting a salary survey, the City shall notify the Union of the proposed comparator agencies and classifications to be included in the study. The City and the Union shall meet and confer in good faith to reach agreement on the appropriate comparator agencies and classification matches.

Comparator agencies used in the salary survey shall reflect the relevant labor market for the classification being evaluated.