

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 #10

Submitted on: 03/11/2026 @_____

AMSP, AEA, CAMP

ARTICLE 10.11.[NEW] - Comparator Agencies and Salary Study Methodology

For classifications associated with the operation, maintenance, or management of large-scale infrastructure systems, Zoos or theme-parks, including but not limited to wastewater treatment, water utilities, airport operations, similar enterprise systems, or Zoos, the City shall include as appropriate comparator agencies that operate facilities of similar scale, complexity, and operational scope, regardless of population size.

Such agencies may include, but are not limited to:

- Water, wastewater, or sanitation districts
- Port authorities or port districts
- Airport or aviation authorities
- Regional utility or infrastructure agencies
- Joint powers authorities operating comparable facilities
- Zoos or theme-parks

Examples of such agencies may include, but not limited to:

- Port of Oakland
- San Francisco International Airport
- East Bay Municipal Utility District
- Santa Clara Valley Water District
- Other regional water, wastewater, sanitation, port, or airport agencies operating comparable facilities.
- San Francisco Zoo