

2026 CITY OF SAN JOSE – AMSP NEGOTIATIONS

CITY COUNTERPROPOSAL TO IFPTE PROPOSAL #9 – DEFINITION OF THE MARKET

City Proposed Language:

ARTICLE 10.11 DEFINITION OF THE MARKET

10.11 Definition of the Market. Comparable classifications in cities and counties in Santa Clara, San Mateo, Contra Costa, San Francisco, and Alameda Counties serving populations of 100,000 or more will be used to compare against City classifications. Population figures will be based on data from the U.S. Census Bureau.

10.11.1 Compensation information from the private sector will be gathered from existing published sources and will be used to supplement public sector data as deemed appropriate by the City.

10.11.2 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
Milpitas	Contra Costa County
Daly City	Fremont
Hayward	Oakland
San Francisco City/County	San Mateo County
Santa Clara (City)	Santa Clara County
Sunnyvale	Mountain View

10.11.3 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, authorities, or agencies, as appropriate. In such cases, the City shall ~~and will~~ obtain feedback from the Union ~~in these cases and meet to discuss the use of jurisdictions outside of those listed in Article 10.11.2.~~

10.11.4 If the Union believes that a long-term vacancy issue exists in an IFPTE-represented classification, the Union may request information and/or raise these matters for discussion at a Labor Management Committee meeting.