**City Counter-Proposal to Union Proposal #21**

9/30/2024

9.11 **Equity Studies**

A list of 13 comparison jurisdictions is established for the purpose of salary equity studies: Alameda County, Concord, Contra Costa County, Daly City, Fremont, Hayward, Oakland, Palo Alto, Richmond, San Francisco, San Jose, San Mateo, and Santa Clara County. If at least eight matches are not found for a classification after polling this entire list other jurisdictions may be added as required by agreement between the parties. For Health classifications only, the following jurisdictions shall be surveyed: Alameda County, Contra Costa County, San Francisco, San Mateo County, Santa Clara County, Marin County, Sonoma County, and Solano County.

~~9.11.1 When the City conducts a unitwide total compensation study as part of successor MOU negotiations, the Legislative Assistant will be studied as a benchmark classification.~~

~~9.12 During the term of this Agreement, the City agrees to conduct classification studies on the following classifications: Building Inspector; Housing Inspector; Recreation Activity Leader; and the Management Analyst series represented by this Memorandum agreement.~~

Tentative Agreement

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Jonathan Holtzman Nato Green

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Aram Kouyoumdjian Allison Riemer

Date: Date:

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Julio Corral

Date:

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Jose Guerrero

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Arcata Griffin

Date:

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Julia Wiswell

Date:

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Jamie Cooney

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Danielle Hall

Date:

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Nico Ledwith

Date:

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Christina Rea

Date: