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, **Mountain View,** Palo Alto, Richmond, **Port of Oakland,** San Francisco, San Jose, San Mateo, ~~and~~ Santa Clara County, **and** **Walnut Creek**. 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, **Alameda Health System,** Contra Costa County, San Francisco, San Mateo County, Santa Clara County, Marin County, Sonoma County, and Solano County.

9.11.1 **The City will maintain a report on the City website updated on a monthly basis showing budgeted and vacant FTEs by classification and department.** ~~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.~~