

## Local 21 Equity Adjustment Worksheet

Agency	Job Title	salary @ bottom	salary @ top	# of steps	% next wage increase (COLA)
<i>Example: City of Lights</i>	<i>Librarian II</i>	<i>\$56,201</i>	<i>\$64,568</i>	<i>5</i>	<i>2%</i>
City of Oakland					
Alameda County					
City and County of San Francisco					
City of Alameda					
City of Berkeley					
City of Concord					
City of Fremont					
City of Hayward					
City of Richmond					
City of San Jose					
City of San Leandro					
Port of Oakland					

**\*EPMC+ Employer Paid Member Contribution, or Employer's "pick up" of employee contribution to retirement**

date of next increase	EPMC*	Agency Contact	Info Source	Notes
1-Dec	4%	<i>John Cho,</i> 510.555.1234	IFPTE 21 MOU	<i>Requires 3 years experience, Masters Degree</i>

*t plan*