

Good Evening Madam Mayor and members of the City Council,

My name is Terry Wong. I'm a long time Planner and the Vice President of the City of Fremont Employee Association (CFEA). I'm here to talk about a fair and equitable cost of living wage adjustment for CFEA members.

Our 237 members add significant value to the City and they are proud to work for Fremont and are very loyal as well. We work across all City departments in 76 classifications. Our members are typically the first point of contact for our customers, making them the Face of Fremont. Many of our members are in support classifications, and as such we are among the lowest paid employee association at the City. The City expects better than average service to its customers – in fact they expect excellent customer service and CFEA members proudly deliver.

The City touts itself as tech friendly with a high quality of living in the coveted Silicon Valley. While this is a true statement, we are not tech workers with high Silicon Valley wages. Many of our members are struggling to pay for basic living expenses, such as rent/mortgages; food; auto; child care, tuition; clothing; and insurance premiums. Our wages are not keeping in step with the consumer price index. Many of our CFEA members commute long distances because the housing costs in Fremont are simply beyond their reach. Instead of spending time with their families and loved ones, they are stuck in traffic.

It's for these reasons that CFEA requests a cost of living wage adjustment that is equitable and commensurate with the Silicon Valley. Without a fair cost of living wage adjustment, CFEA will continue to lose financial ground and struggle even more to make ends meet. We strongly believe that Fremont is better than the average City jurisdiction and will strive to make its CFEA members whole. Please direct the HR management staff to respond accordingly.

Thank you for listening.