

**SIDE LETTER AGREEMENT**

BETWEEN  
THE CITY OF SAN JOSE  
AND  
THE MUNICIPAL EMPLOYEES' FEDERATION, AFSCME, LOCAL 101 (MEF)

**Retirement Administrative Costs**

The City and MEF hereby agree to the following changes to the language in Article 14 of the MEF MOA, entitled "Retirement," and to incorporate the language of this side letter into successor MOAs:

**ARTICLE 14 RETIREMENT**

14.1.1 Administrative costs of the Federated Retirement System, including staff salaries and indirect costs, are to be paid from the retirement fund. Costs to the fund for salaries and indirect costs shall not exceed 0.0717% of assets in the fund per year.

In the event the administrative costs of the Federated Retirement System exceed the administrative cost limit as list above, representatives from the Office of Employee Relations, MEF, and the Office of Retirement Services will meet to discuss the increase in administrative costs.

This agreement shall become effective when signed by all parties below, and shall satisfy and supersede all terms and requirements of the "Retirement Administrative Costs" side letter agreement executed by the City and MEF on or about June 12, 2015, as part of comprehensive tentative agreements on successor MOAs between the City and MEF. The execution of this side letter agreement shall result in the expiration of the "Retirement Administrative Costs" side letter executed on or about June 12, 2015.

This Side Letter Agreement is hereby incorporated by this reference into the current MEF MOA.

**FOR THE CITY:**

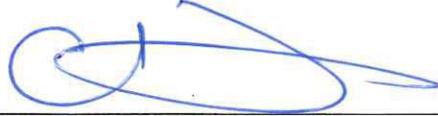
  
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Jennifer Schembri  
Director of Employee Relations

4/11/16  
\_\_\_\_\_  
Date

**FOR THE UNION:**

  
\_\_\_\_\_  
Yolanda Cruz  
President  
MEF, AFSCME Local 101

4/11/16  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Charles Allen  
Business Agent  
AFSCME, Local 101

4-11-16  
\_\_\_\_\_  
Date