

SIDE LETTER AGREEMENT
BETWEEN
THE CITY OF SAN JOSE
AND
SAN JOSE POLICE OFFICERS' ASSOCIATION

Retirement (Pension and Retiree Healthcare) Reopener

The City of San Jose (City) and the San Jose Police Officers' Association (SJPOA), have reached an alternative pension reform settlement framework (framework) that is pending City Council approval and SJPOA ratification. In the event that the framework is not approved or cannot be implemented because any of the conditions contained in it are not met, or POA membership does not ratify it, the City and SJPOA agree to continue settlement discussions over retirement issues (pension and retiree healthcare).

This agreement is considered part of the tentative agreement for a successor MOA between the parties, and shall become effective only as part of the overall tentative agreement for a successor MOA, and when signed by all parties below and approved by the City Council. This agreement is effective only during the term of a successor MOA.

FOR THE CITY:

Norberto Dueñas
City Manager

Date

Jennifer Schembri
Director of Employee Relations

Date

Edgardo Garcia
Assistant Chief of Police

Date

Charles Sakai
Labor Consultant

Date

FOR THE UNION:

Paul Kelly
President, SJPOA

Date

James Gonzalez
Vice President, SJPOA

Date

Gregg Adam
SJPOA Counsel

Date