

**SIDE LETTER AGREEMENT**

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

**Lifeguard Classification Specification**

The City and MEF agree that the Human Resources Department shall conclude the classification specification updates for the Lifeguard classification no later than six (6) months prior to the expiration of the 2018-2021 MEF MOA, subject to the completion of classification specifications updates identified in the first round for classifications represented by MEF.

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:**

**FOR THE UNION:**

Jennifer Schembri 3/6/18  
Date  
Director of Employee Relations

Robyn Zamora 3/6/18  
Date  
President, MEF, AFSCME Local 101

Elsa Cordova 3/6/18  
Date  
Senior Executive Analyst, OER

Charles Allen 3-6-18  
Date  
Business Agent, AFSCME Local 101