

**2026 CITY OF SAN JOSE – AMSP AND CAMP NEGOTIATIONS**

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**CITY PROPOSAL #4 TO AMSP AND CAMP – PARK RANGER DUTY MANUAL**

SIDE LETTER AGREEMENT  
BETWEEN  
THE CITY OF SAN JOSE  
AND

ASSOCIATION OF MAINTENANCE SUPERVISORY PERSONNEL (AMSP) IFPTE, LOCAL 21  
CITY ASSOCIATION OF MANAGEMENT PERSONNEL (CAMP) IFPTE, LOCAL 21

**Park Ranger Duty Manual**

The City of San José (City), the Association of Maintenance Supervisory Personnel (AMSP), and the City Association of Management Personnel (CAMP) hereby agree to the attached Park Ranger Duty Manual.

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.

**FOR THE CITY:**

**FOR THE UNION:**

\_\_\_\_\_  
Aram Kouyoumdjian                      Date  
Director of Employee Relations  
Director of Human Resources  
City of San José

\_\_\_\_\_  
Krista De La Torre                      Date  
Business Representative  
IFPTE, Local 21

\_\_\_\_\_  
Jesse Perez                                      Date  
President, AMSP, IFPTE, Local 21

\_\_\_\_\_  
Michael Jun                                      Date  
President, CAMP, IFPTE, Local 21