

MOA Negotiations 2016  
SJPOA Counter Proposal Re Recruitment Incentive

U → SC 10/17/16  
(emailed F 10/14/16)

Accept City Recruitment Incentive proposal with the following four changes:

1. Retain CTO amounts in addition to cash incentive proposed by the City.
2. Applies to lateral former San Jose P.D. laterals
3. This proposal shall take effect once the ordinances implementing the parties' Settlement Framework have been approved by the City Council.
4. The agreement shall expire at the same time as the next MOA.

For the City: \_\_\_\_\_

For the SJPOA: \_\_\_\_\_