

SIDE LETTER AGREEMENT


BETWEEN  
THE CITY OF SAN JOSE  
AND  
THE SAN JOSE POLICE OFFICERS' ASSOCIATION (POA)


**Premium Pay While On Disability Leave**


The City and POA agree to continue discussions related to the continuation of premium pay while an employee is on disability leave.

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  
1/12/17 Date


  
\_\_\_\_\_  
Jennifer Schembri  
Director of Employee Relations  
1/12/17 Date

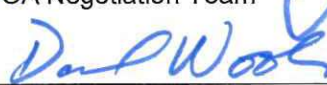
  
\_\_\_\_\_  
Eddie Garcia  
Chief of Police  
1/12/17 Date


**FOR THE UNION:**


  
\_\_\_\_\_  
Paul Kelly  
President, SJPOA  
1/12/17 Date

  
\_\_\_\_\_  
Franco Vado  
CFO, SJPOA  
1/12/17 Date

  
\_\_\_\_\_  
John Moutzouridis  
POA Negotiation Team  
1/12/17 Date

  
\_\_\_\_\_  
David Woolsey  
POA Negotiation Team  
1/12/17 Date

  
\_\_\_\_\_  
Gregg Adam  
SJPOA Counsel  
1/12/17 Date

  
\_\_\_\_\_  
Tom Saggau  
SJPOA Labor Consultant  
1/12/17 Date