

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

Crisis Intervention Training Payments

The City and the SJPOA agree that, effective no later than the pay period beginning on November 4, 2018, the ongoing non-pensionable Retention Premium Pay (currently approximately 4% of an employee's base pay) and the Crisis Intervention Training Pay (currently approximately 2.75% of an employee's base pay) will be combined and will be reflected on employees' paychecks as "Retention/Premium Pay CIT," for a combined total of approximately 6.75% of an employee's base pay. This will result in the Crisis Intervention Training Pay being included when calculating contractual overtime rates, vacation and compensatory time payouts, and other applicable premium pay calculations

The POA agrees not to pursue any contractual back pay claims based on the inclusion of Crisis Intervention Training Pay in the overtime rates, vacation and compensatory time payouts, or any other applicable premium pay calculations from June 17, 2018 through November 3, 2018.

This side letter agreement is incorporated into the parties' Memorandum of Agreement.

FOR THE CITY



Jennifer Schembri
Director of Employee Relations


10/3/18
Date

FOR THE UNION



Paul Kelly
President, SJPOA

10/2/18
Date



Sean Pritchard
Vice President, SJPOA

10/2/18
Date



Gregg McLean/Adam
POA Counsel

10/2/18
Date