

**2020 POA NEGOTIATIONS
TENTATIVE AGREEMENT***

TERM

- July 1, 2020 – June 30, 2021

OTHER TERMS

The terms contained in the Memorandum of Agreement which is scheduled to expire on June 30, 2020, shall remain status quo until the expiration of this Agreement on June 30, 2021.

During the term of this Agreement, the City and the POA agree to a one-time reopener to meet and confer over revisions to the San Jose Police Department policies, procedures and practices to support improved police and community outcomes.

The City and POA further agree to a one-time reopener to meet and confer over compensation increases during the term of this Agreement.

** This agreement is considered tentative and shall not be considered final or binding until ratified by the membership and approved by the City Council. This document sets forth the full agreements of the parties reached during these negotiations. Anything not included in the document is not part of the Tentative Agreement.*

FOR THE CITY:



6/25/2020

Jennifer Schembri
Director of Employee Relations
Director of Human Resources

Date

FOR THE UNION:




Paul Kelly
President, SJPOA

Date


Edgardo Garcia
Chief of Police

Date


Gregg Adam
SJPOA Counsel

Date