### SIDE LETTER AGREEMENT

#### **BETWEEN**

#### THE CITY OF SAN JOSE

#### AND

## THE SAN JOSE POLICE OFFICERS' ASSOCIATION

# **City-Paid Parental Leave Program**

The City of San Jose and the San Jose Police Officers' Association (POA) hereby agree to the following changes to the City-Paid Parental Leave Program:

Full-time employees shall be eligible for City-Paid Parental Leave and are subject to the terms and conditions of the City of San Jose's Paid Parental Leave Policy.

Effective January 1, 2024, for eligible births, adoptions, or foster care placements, full-time employees will receive a maximum total of three hundred and twenty (320) hours of paid time off and shall be eligible to use up to a maximum total of one-hundred and twenty (120) hours of their available sick leave for City-Paid Parental Leave reasons.

 For the period of January 1, 2024 through the effective date of this agreement, no retroactive timecard adjustments will be allowable and any additional City-paid parental leave hours as provided herein may only be used on a prospective basis.

City-Paid Parental Leave and the use of available sick leave balances for City-Paid Parental Leave reasons must be used and completed no later than 12 months from the birth or placement of child.

The parties hereby agree to incorporate the language in this Side Letter into any successor agreement reached between the City and the POA. This agreement shall become effective when signed by all parties below and approved by the City Council in open session.

FOR THE CITY:		FOR THE UNION:	
91 m centar	9/25/2024	Stadmistal	09/24/24
Elsa Cordova	Date	Steve Slack	Date
Deputy Director of Employee Relations		President, SJPOA	
(and fred	9/25/2024		

Date

Paul Joseph

Acting Chief of Police