

SIDE LETTER AGREEMENT

BETWEEN
THE CITY OF SAN JOSE
AND
PEACE OFFICER PARK RANGER ASSOCIATION (POPRA)

Implementation of PERB Settlement Agreement

Effective July 2, 2019, Park Rangers were granted formal recognition as a separate bargaining unit pursuant to a Public Employee Relations Board (PERB) Settlement Agreement dated May 2, 2019 to represent full-time Senior Park Rangers and full-time Park Rangers. This became effective September 29, 2019.

Further, the parties mutually agreed to the following classification structure changes pursuant to the PERB Settlement Agreement:

Current Structure		→	Future Structure	
FT Classification	PT Classification		FT Classification	PT Classification
Park Ranger FT (POPRA)	N/A		Park Ranger FT (POPRA)	Park Ranger PT (POPRA)
N/A	Park Ranger PT (OE#3)		Park Ranger Assistant FT (POPRA)	<i>Retitled to:</i> Park Ranger Assistant PT (POPRA)

To ensure the appropriate differential between Park Rangers (sworn) and Park Ranger Assistants (non-sworn), effective the first full pay period in Fiscal Year 2023-2024 following union ratification and approval by City Council, the salary ranges for Park Ranger and Senior Park Ranger will be as follows:

Classification	Pensionable Min. Hourly Rate	Pensionable Max. Hourly Rate
Park Ranger Assistant	\$36.08	\$43.98
Park Ranger (FT/PT)	\$36.26	\$44.19
Senior Park Ranger	\$39.89	\$48.62

The ranges listed above do not include any other items contained in the tentative agreement.

This Agreement shall be considered part of the tentative agreement for a successor MOA between the parties. This agreement shall become effective only as part of the overall tentative agreement for a successor MOA, when signed by all parties below, ratified by POPRA and approved by the City Council in open session.

FOR THE CITY:

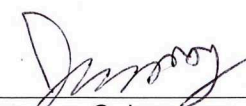
FOR THE UNION:



 Jennifer Schembri
 Director of Employee Relations
 Director of Human Resources

5/24/23

Date



 Jeremy Cabaccang
 Business Representative
 POPRA

5/24/23

Date