

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

Lateral Park Ranger Hiring Incentive Pilot Program

Effective as soon as practicable, the City and the POPRA agree to the implementation of a Lateral Park Ranger Hiring Incentive Pilot Program. A lateral Park Ranger shall be defined as a Park Ranger who does not need to go through an academy as defined by the department.

Lateral Park Rangers (2423) hired on or after the implementation of the Lateral Park Ranger Hiring Incentive Pilot Program will be eligible for the following non-pensionable lump sum payments as specified in the table below:

Park Ranger (2423)	
Timing	Hiring Incentive
Upon Hire	\$3,000
Upon Completion of 6 months (1,040 hours)	\$3,000
Upon Passing Probation (2,080 hours)	\$4,000
Total	\$10,000

The payment of the one-time, non-pensionable lump sum hiring incentive to lateral Park Ranger is contingent on the employee being continuously employed in the Park Ranger classification through their one (1) year anniversary of passing probation.

If an employee receives any portion or all of the one-time, non-pensionable lump sum hiring incentive, and separates from City employment or accepts another position within the City that is not within the Park Ranger class series prior to their one (1) year anniversary of passing probation in the Park Ranger series, the employee forfeits the one-time, non-pensionable lump sum hiring incentive and, to the extent permitted by law, will be required to reimburse the City for the entire amount of the hiring incentive they have received. The employee may sign an agreement to deduct the bonus amount from his or her final paycheck of wages, subject to applicable laws. In the absence of such an agreement, the City shall deduct the hiring incentive amount from the employee's leave payouts. If the employee's leave payout amounts are not adequate to cover the entire amount of the hiring incentive, the City shall pursue the reimbursement of the bonus through any other lawful means, including the collection process.

This pilot program shall become effective on the first full pay period after union ratification and approval by City Council and shall expire on June 30, 2027. The City retains the ability to end the Lateral Hiring Incentive Pilot at its sole discretion prior to June 30, 2027.

FOR THE CITY:

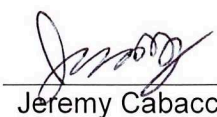
FOR THE UNION:



 Jennifer Schembri
 Director of Employee Relations
 Director of Human Resources

5/24/23

 Date



 Jeremy Cabaccang
 Business Representative, POPRA

5/24/23

 Date