

SIDE LETTER AGREEMENT

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

Unit Designation of Park Ranger Assistants

The City and the Peace Officer Park Ranger Association (POPRA) agree the City will initiate a Unit Designation process to move the Park Ranger Assistant classification currently represented by International Union Operating Engineers, Local No. 3 (OE#3) to the Peace Officer Park Ranger Association (POPRA).

The City and POPRA further agree to continue discussions to incorporate language applicable to part-time employees from the OE#3 Memorandum of Agreement (MOA) to the POPRA MOA. The parties further agree that the Park Ranger Assistant classification will not be eligible for the 5% non-pensionable compensation or the Crisis Intervention Training (CIT) premium pay.

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.

FOR THE CITY:

FOR THE UNION:

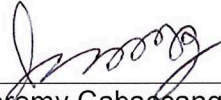


5/24/23

Jennifer Schembri

Date

Director of Employee Relations
Director of Human Resources



5/24/23

Jeremy Cabaccang

Date

Business Representative
POPRA