

**SIDE LETTER AGREEMENT**

BETWEEN  
THE CITY OF SAN JOSÉ  
AND  
THE ASSOCIATION OF MAINTENANCE SUPERVISORY PERSONNEL (AMSP), IFPTE, LOCAL 21

**Special Classification Salary Surveys**

The City of San José (City) and the Association of Maintenance Personnel (AMSP) agree that the City will conduct salary surveys for the following classifications utilizing the definition of market as agreed to as part of the overall tentative agreement for a successor MOA, provided that they are experiencing recruitment and retention issues:

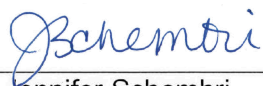
- Automotive Equipment Specialist
- Building Maintenance Superintendent
- Maintenance Superintendent
- Parking & Traffic Control Supervisor
- Trades Supervisor
- Air Conditioning Supervisor

It is the goal of the City and AMSP for these salary surveys to be completed within 6 months following a tentative agreement between the parties. Following this review, the City agrees to discuss with AMSP the results of the surveys, including potential wage adjustments recommended as a result of the survey. Any potential wage adjustments shall be dependent on available budgetary funding at that time. This shall not be construed as an agreement to provide wage adjustments for the classifications noted above.

This Agreement is 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 the union and approved by the City Council in open session.

**FOR THE CITY:**

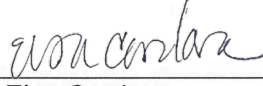
**FOR THE UNION:**

  
\_\_\_\_\_  
Jennifer Schembri  
Director of Employee Relations  
Director of Human Resources

8/15/2023  
Date

  
\_\_\_\_\_  
Liz Kanya  
Business Representative, IFPTE

8/15/23  
Date

  
\_\_\_\_\_  
Elsa Cordova  
Assistant to the City Manager, OER

8/15/2023  
Date

  
\_\_\_\_\_  
Jesse Perez  
President, AMSP

8/15/23  
Date