

SIDE LETTER AGREEMENT

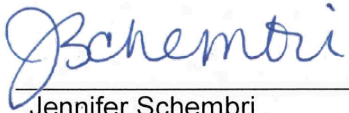
BETWEEN
THE CITY OF SAN JOSE
AND
ASSOCIATION OF LEGAL PROFESSIONALS (ALP)

Classification Structure and Minimum Qualifications of the Deputy City Attorney Series

The City and the Association of Legal Professionals (ALP) agree that the City will review the classification structure and minimum qualifications of the Deputy City Attorney series, which includes, but is not limited to, Senior Deputy City Attorney I/II/III/IV, within 12-months after the successor MOA is ratified by ALP and approved by the City Council in open session. Once this is completed, the City and ALP will discuss conducting a salary survey, and if there are recruitment and retention issues in any of these classifications one will be completed.

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:

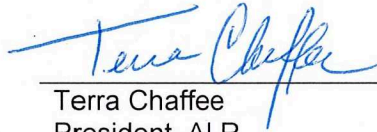


06/13/23

Jennifer Schembri
Director of Employee Relations
Director of Human Resources

Date

FOR THE UNION:



6/13/23

Terra Chaffee
President, ALP

Date