

SIDE LETTER AGREEMENT

BETWEEN
THE CITY OF SAN JOSE
AND
THE CITY ASSOCIATION OF MANAGEMENT PERSONNEL, IFPTE, LOCAL 21 (CAMP)

HIRING INCENTIVE PILOT PROGRAM – ANIMAL SHELTER VETERINARIAN (FT)

Employees hired on or after the first full pay period after this agreement has been signed by the parties and approved by the City Council in open session shall be eligible to receive a hiring incentive through the program outlined below. The one-time, non-pensionable lump sum Hiring Incentive shall be paid as follows:

Animal Shelter Veterinarian (FT) 3255	
Timing	Hiring Incentive Payment
Upon Hire	\$5,000
Upon 6-Months Worked	\$7,500
Upon 12-Months Worked	\$7,500
Total	\$20,000

The payment of the one-time, non-pensionable lump sum hiring incentive to new hires in the Animal Shelter Veterinarian FT classification is contingent on the employee being continuously employed in the Animal Shelter Veterinarian FT classification through their one (1) year anniversary of passing probation as an Animal Shelter Veterinarian FT.

If an employee receives any portion or all of the one-time, non-pensionable lump sum hiring incentive, and leaves City service, transfers to another position within the City, or transitions to the part-time Animal Shelter Veterinarian classification before their one (1) year anniversary of passing probation in the Animal Shelter Veterinarian FT classification, the employee forfeits the entirety of 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 their final paycheck of wages, subject to applicable laws. In the absence of such agreement, the City shall deduct the hiring incentive amount from the employee's sick leave payout, if applicable, and the employee's vacation leave payout. If the employee's leave amounts are not adequate to cover the entire amount of the hiring incentive, the City shall pursue reimbursement of the bonus through any other lawful means, including the collection process.

This hiring incentive shall expire on June 30, 2025. The City may end this program prior to June 30, 2025, at its sole discretion upon notification to CAMP.

This side letter agreement shall become effective on the first full pay period after this agreement has been signed by all parties below and approved by the City Council.

For Employer:

City of San Jose

Elsa Cordova 10/8/2024
Elsa Cordova Date

Deputy Director of Employee Relations

For Union:

CAMP

Krista De La Torre 10-3-24
Krista De La Torre Date

Business Representative, IFPTE, Local 21