

ADDENDUM #1 TO THE JULY 15, 2015 ALTERNATIVE PENSION REFORM SETTLEMENT  
FRAMEWORK

BETWEEN  
THE CITY OF SAN JOSE  
AND

THE SAN JOSE POLICE OFFICERS' ASSOCIATION (POA)  
THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL 230 (IAFF)

The POA and IAFF, Local 230 agree to work collaboratively with the City to develop a ballot measure, which, if the quo warranto process (as defined in the Settlement Framework and Proposed Quo Warranto Implementation Plan) succeeds, will supersede Measure B with the following (1) a provision requiring voter approval of defined benefit pension enhancements, (2) a provision requiring actuarial soundness, (3) a provision prohibiting retroactivity of defined benefit pension enhancements, and (4) any other provisions contained in the Settlement Framework that the parties mutually agree to, for inclusion in a 2016 ballot measure that will incorporate any such provisions into the City Charter. Once the parties mutually agree to the language, POA and IAFF shall endorse the ballot measure.

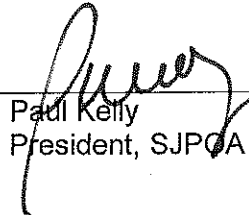
FOR THE CITY:

FOR THE UNIONS:



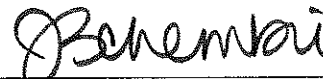
Norberto Dueñas  
City Manager

8/14/15  
Date



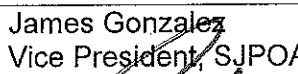
Paul Kelly  
President, SJPOA

8/14/15  
Date



Jennifer Schembri  
Director of Employee Relations

8/14/15  
Date



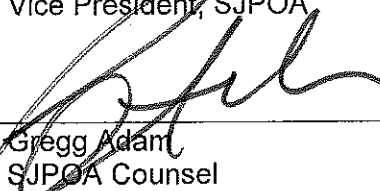
James Gonzalez  
Vice President, SJPOA

Date



Edgardo Garcia  
Assistant Chief of Police

8/14/15  
Date



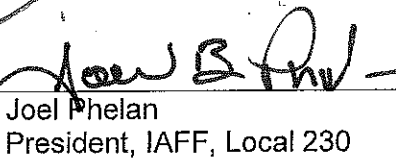
Gregg Adam  
SJPOA Counsel

8/14/15  
Date



Charles Sakai  
Labor Consultant

8/14/15  
Date



Joel Phelan  
President, IAFF, Local 230

8/14/15  
Date

Sean Kaldor  
Vice President, IAFF, Local 230

Date

Christopher Platten  
Legal Counsel, IAFF, Local 230

Date



Tom Saggau  
SJPOA/IAFF, Local 230 Consultant

8.14.15  
Date