

SIDE LETTER AGREEMENT

BETWEEN

THE CITY OF SAN JOSE

AND

THE ASSOCIATION OF ARCHITECTS AND ENGINEERS, IFPTE LOCAL 21
(AEA UNITS 41/42 AND UNIT 43)

Classification Review


The City agrees that it will review the following classifications by December 31, 2016, subject to funding and the Human Resources Department determining that the classifications meet the criteria for a salary or compensation review, with Departmental input: Architect/Landscape Architect, Associate Architect/Landscape Architect, and Senior Architect/Landscape Architect and that its review may include, but not be limited to, classification structure and/or compensation. The City agrees that the Associate Architect/Landscape Architect and Associate Structure/Landscape Designer will be treated collectively as one classification for purposes of the classification review pursuant to this Side Letter.

Following this review, the City agrees to meet with AEA to discuss the results of this review. This meeting shall not be considered meeting and conferring and the agreement to hold this meeting shall not be construed as an agreement to change anything related to classification structure and applicable benefits for classifications represented by AEA.

This Agreement is considered part of a tentative agreement for a successor MOA between the parties, and shall become effective only as part of the overall tentative agreement for a successor MOA, and when signed by all parties below and approved by the City Council. This agreement is effective only during the term of a successor MOA.

FOR THE CITY:

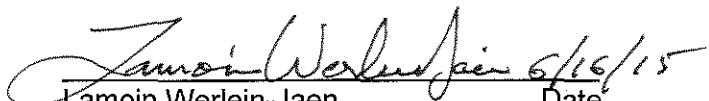
FOR THE UNION:



Jennifer Schembri Date
Interim Director of Employee Relations



John Mukhar Date
President, AEA, IFPTE Local 21



Lamoin Werlein-Jaen Date
Lead Representative
IFPTE Local 21