

SIDE LETTER AGREEMENT
BETWEEN
THE CITY OF SAN JOSE
AND

THE ASSOCIATION OF ENGINEERS AND ARCHITECTS, IFPTE, LOCAL 21 (AEA)
THE ASSOCIATION OF MAINTENANCE SUPERVISORY PERSONNEL, IFPTE, LOCAL 21 (AMSP)
THE CITY ASSOCIATION OF MANAGEMENT PERSONNEL, IFPTE, LOCAL 21 (CAMP)

MANAGEMENT PERFORMANCE PROGRAM

The City of San Jose (City) and the Association of Engineers and Architects, IFPTE, Local 21 (AEA Units 41/42, and 43), the Association of Maintenance Supervisory Personnel, IFPTE, Local 21 (AMSP), and the City Association of Management Personnel, IFPTE, Local 21 (CAMP), agree to continue discussions related to the Management Performance Program which is codified in City Policy Manual, Section 3.3.2, Management Performance Program. The parties agree to meet at least six (6) times, that the first meeting will occur no later than July 1, 2018, and that the discussions will conclude by June 30, 2019. These discussions shall not be considered meeting and conferring and the agreement to continue discussions shall not be construed as an agreement to make any changes to the Management Performance Program.

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:




Jennifer Schembri
Director of Employee Relations

3/13/18

Date


FOR THE UNIONS:



Matt Mason
Business Representative
IFPTE, Local 21

3/13/2018


Date



Brad Fox
President
AEA, IFPTE, Local 21

3/13/18

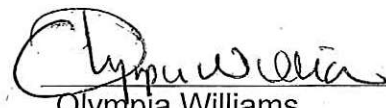
Date



Steve Contreras
President
AMSP, IFPTE, Local 21

3/13/18

Date



Olympia Williams
CAMP Negotiation Team Member
CAMP, IFPTE, Local 21

3/13/18

Date