

**2018 CITY OF SAN JOSE – CEO NEGOTIATIONS
TENTATIVE AGREEMENT**

CITY PROPOSAL TO CEO – ANNUAL PERFORMANCE APPRAISALS

City Proposed Language:

ARTICLE 7 WAGES AND SPECIAL PAY

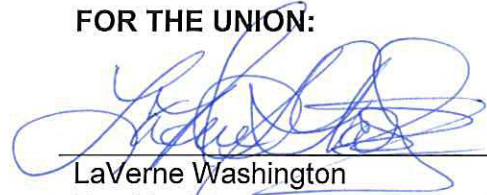
7.25 Annual Performance Appraisals: Employees shall not receive an automatic salary step increase if they have an Annual Performance Appraisal with an overall rating below that of "Meets Standard" dated within twelve (12) months prior to the salary step increase.


**This agreement is considered tentative and shall not be considered final or binding until a final agreement on all terms has been reached and both ratified by union members and approved by the City Council.*

FOR THE CITY:

 5/21/18
Date
Marco Mercado
Assistant to the City Manager
Office of Employee Relations

FOR THE UNION:

 5/21/18
Date
LaVerne Washington
President
CEO, AFSCME, Local 101

 5-21-18
Date
Charles Allen
Business Agent
AFSCME, Local 101