

SIDE LETTER AGREEMENT

BETWEEN

THE CITY OF SAN JOSE

AND

THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL 230

Education and Professional Incentive Pay

PURPOSE

To amend the current Memorandum of Agreement between the City of San Jose and the International Association of Firefighters (IAFF), Local 230 to extend the education and professional incentive pay to employees who have been awarded an Associate of Arts or an Association of Science degree in Fire Technology or Fire Protection Technology.

AGREEMENT

Article 7, Section 7.3 of the MOA

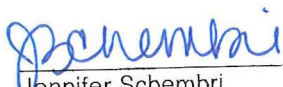
Each employee who has been awarded an Associate of Arts, Associate of Science or Bachelor's of Science degree in Fire Science, Fire Technology, or Fire Protection Technology; by an accredited college or university and meets any other requirements of this agreement, shall be paid, for each biweekly pay period for which the employee is entitled to receive a salary, the amount of \$35.00 in addition to the salary established for the class to which the employee is assigned from and after the beginning of the pay period following the date on which proof is filed with the Director of Finance that the employee has been awarded such degree. No employee shall be entitled to receive payment for more than one (1) such degree.

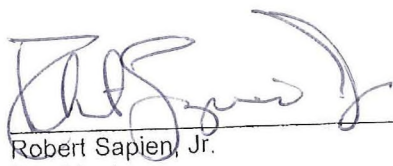
Eligible employees shall receive payment under the same provisions as stated in Section 7.3 of the MOA.

This agreement shall become effective when signed by all parties below and shall expire on June 30, 2014. Employees shall not be eligible for retroactive pay for this incentive pay.

FOR THE CITY:

FOR THE UNION:

 2/6/14
Date
Jennifer Schembri
Deputy Director of Employee Relations

 2/5/2014
Date
Robert Sapient, Jr.
President
San Jose Fire Fighters, IAFF Local 230