

SIDE LETTER AGREEMENT

BETWEEN
THE CITY OF SAN JOSE
AND
THE MUNICIPAL EMPLOYEES' FEDERATION, AFSCME, LOCAL NO. 101 (MEF)

Classification Review

The City agrees that it will conduct a classification/compensation review for the classifications listed below 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, and that its review may include, but not be limited to, classification structure and/or compensation.

- Biologist
- Chemist
- Code Enforcement Inspector Class Series
- Crime and Intelligence Analyst Class Series
- Geographic Systems Specialist (full classification/compensation study)
- Library Assistant (full classification/compensation study)

The Human Resources Department shall conclude the current market salary survey review for the classifications listed below by December 31, 2015:

- Buyer I/II
- Development Specialist
- Laboratory Technician Class Series
- Microbiologist
- Network Engineer
- Police Data Specialist Class Series
- Public Safety Dispatcher Class Series
- Senior Airport Operations Specialist Class Series
- Sr. Systems Applications Programmer
- Workers' Compensation Adjuster Class Series

Following this review, the City agrees to meet with MEF 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 MEF.

This Agreement is considered part of the 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:

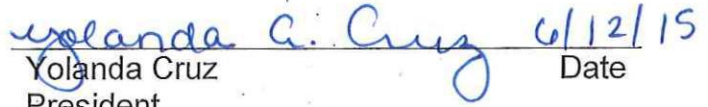


Jennifer Schembri
Interim Director of
Employee Relations

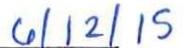


Date

FOR THE UNION:



Yolanda Cruz
President
MEF, AFSCME Local 101



Date



Charles Allen
Business Agent
AFSCME, Local 101



Date