

SIDE LETTER AGREEMENT

BETWEEN
The City of San Jose
AND
The San Jose Police Officers' Association (POA)

MATRIX DEPLOYMENT STUDY REOPENER

The San Jose Police Department is currently undergoing a deployment review and staffing analysis performed by the Matrix Consulting Group (Matrix Study). After the completion of the Matrix Study, the City and the San Jose Police Officers' Association (POA) agree to meet and confer over the results and recommendations of the Matrix Study, including but not limited to any recommended changes to staffing, deployment, and work schedules that are identified.

Either the City or POA may provide notice to the other of its request to meet and confer over the Matrix Study. Upon such notice, the parties shall meet within ten (10) calendar days after the City or Union receives notice from the other and negotiate in good faith in an effort to reach a mutual agreement. If the parties are at impasse and no agreement is reached, the parties shall submit those issues that fall within the scope of City Charter Section 1111 for determination. Both parties reserve their respective rights under the Meyers-Milias-Brown Act with regards to those issues that are not subject to binding interest arbitration under City Charter Section 1111.

This agreement is considered part of the tentative agreement for a successor Memorandum of Agreement (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:

 1/12/17

Norberto Dueñas Date
City Manager

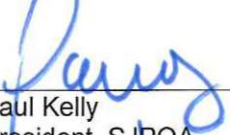
 1/12/17

Jennifer Schembri Date
Director of Employee Relations


 1/12/17

Eddie Garcia Date
Chief of Police


FOR THE UNION:

 1/12/17


Paul Kelly Date
President, SJPOA

 1/12/17


Franco Vado Date
CFO, SJPOA

 1/12/17

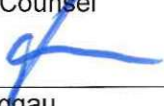
John Moutzouridis Date
POA Negotiation Team

 1/12/17

David Woolsey Date
POA Negotiation Team

 1/12/17

Gregg Adam Date
SJPOA Counsel

 1/12/17

Tom Saggau Date
SJPOA Labor Consultant