## 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 MANAGERMENT 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: FOR THE UNIONS: Date Matt Mason Jenrifer Schembri Director of Employee Relations **Business Representative** IFPTE, Local 21 Brad Fox President AEA, IFPTE, Local 21 Steve Contreras President AMSP, IFPTE, Local 21 3/13/18 ou Willia

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CAMP, IFPTE, Local 21

**CAMP Negotiation Team Member** 

Date