



TENTATIVE SIDE LETTER AGREEMENT
BETWEEN
THE CITY OF SAN JOSE
AND
THE SAN JOSE POLICE OFFICERS' ASSOCIATION

INDEPENDENT POLICE AUDITOR EXPANSION OF OVERSIGHT

The City of San Jose and the San Jose Police Officers' Association tentatively agree to the following expansion of police oversight:

1. To provide the Independent Police Auditor the same oversight over Department Initiated Administrative Investigations of San Jose Police Officers as the San Jose Municipal Code currently provides for Citizen Initiated Complaints;
2. To expand the oversight of the Independent Police Auditor concerning Officer Involved Shootings - specifically to authorize the Independent Police Auditor to review completed criminal and administrative investigations as if a Citizen Initiated Complaint had been made concerning the OIS; and,
3. To allow the Independent Police Auditor access to aggregate Use of Force data in Use of Force cases where no complaint was received.

The parties shall continue to meet and confer to determine the means by which these agreements are adopted into local laws once ratified by the two parties.

FOR THE CITY

FOR THE UNION

David Sykes
City Manager Date

Paul Kelly
President, SJPOA Date

Jennifer Schembri
Director of Employee Relations Date

Sean Pritchard
Vice President, SJPOA Date

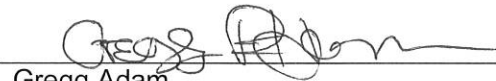
Edgardo Garcia
Chief of Police

Date



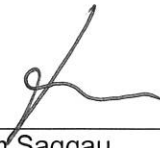
Franco Vado
CFO

Date



Gregg Adam
Attorney

Date



Tom Saggau
Labor Consultant

8.27.18

Date



Dave Woolsey
Director

8/27/18

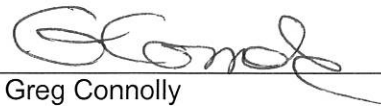
Date



Dave Wilson
Director

8/27/18

Date



Greg Connolly
Director

Date



Steve Slack
Director

8/27/18

Date



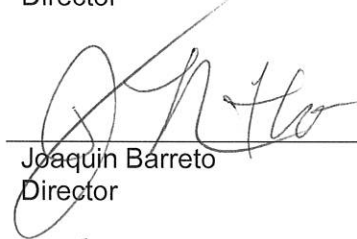
Jose Martinez
Director

8/27/18
Date



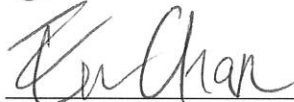
Rick Delisser
Director

Date



Joaquin Barreto
Director

8/27/18
Date



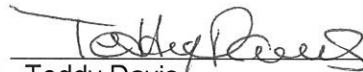
Eddie Chan
Director

8/27/18
Date



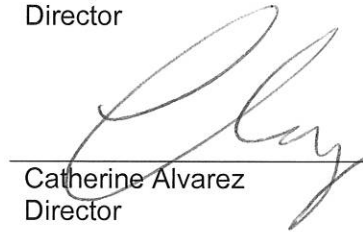
Anthony Kilmer
Director

8-27-18
Date



Teddy Davis
Director

Date



Catherine Alvarez
Director

08/27/18
Date