

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

**Rehired Retiree Program  
(PRA Requests)**

The City and the San Jose Police Officers' Association (POA) acknowledge that, per the side letter agreement regarding Rehired Retiree Police Academy Instructors reached on September 21, 2017, and the tentative agreement on a successor Memorandum of Agreement (MOA) between the City and POA which was approved by the City Council on June 30, 2020, the 2020-2021 POA MOA includes the following provision:

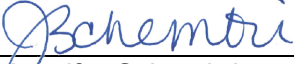
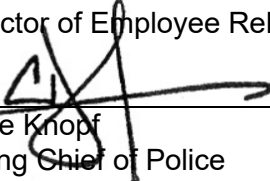
**ARTICLE 60**

*The City may establish a Rehired Retiree Program for the reemployment of Police retirees of the Police and Fire Department Retirement Plan as Police Academy Instructors and to conduct background investigations. The POA and the City agree to meet and confer over any other duties for rehired retirees. This program shall be similar to the Rehired Retiree Program for the reemployment of retirees of the Federated City Employees' Retirement System as provided in City Administrative Policy Manual Section 3.1.5 and the San Jose Municipal Code, Part 9 of Chapter 3.28 of Title 3.*

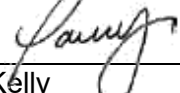
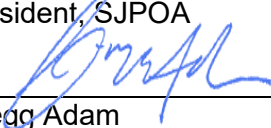
The City and the POA agree to temporarily amend the Rehired Retiree Program to include the reemployment of Police retirees of the Police and Fire Department Retirement Plan to assist the SJPD in responding to requests for information under the California Public Records Act (PRA).

This agreement shall become effective when signed by all parties below and shall expire on **December 31, 2021**.

**FOR THE CITY:**

	12/16/2020
_____ Jennifer Schembri	Date
Director of Employee Relations	
	12/16/20
_____ Dave Knopf	Date
Acting Chief of Police	

**FOR THE UNION:**

	12/16/2020
_____ Paul Kelly	Date
President, SJPOA	
	12/16/2020
_____ Gregg Adam	Date
SJPOA Counsel	