

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

Modification to Promotional MOA (Seniority)

The purpose of this Side Letter Agreement is to clarify the type of prior service that is included for purposes of determining seniority for promotions to positions represented by the San Jose Police Officers' Association. The City and the POA agree to modify the Promotional MOA as follows:

ARTICLE 7 PROMOTIONAL SELECTIONS

7.4 For the purposes of seniority, points added to test scores for placement on all Police promotional eligible lists, seniority points will be based solely on time in the qualifying grade, including any time earned in the qualifying grade prior to being rehired or reinstated following a break in service.

This Agreement shall not establish precedent for future agreements and shall not obligate the City to enter into agreements in the future related to this issue. This Side Letter Agreement shall become effective when signed by all the parties below:

FOR THE CITY:



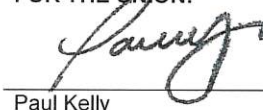
Jennifer Schembri

2/3/2021

Date

Director of Employee Relations
Director of Human Resources

FOR THE UNION:



Paul Kelly

2-3-21

Date

President, SJPOA