

SIDE LETTER AGREEMENT

BETWEEN

THE CITY OF SAN JOSE

AND

THE MUNICIPAL EMPLOYEES' FEDERATION, AFSCME, LOCAL 101 (MEF)

**BASE PAY INCREASE
CRIME AND INTELLIGENCE ANALYST, SENIOR CRIME AND INTELLIGENCE ANALYST, & CRIME
AND INTELLIGENCE DATA ADMINISTRATOR**

Effective the first full pay period after this agreement is signed by all parties below and approved by City Council, employees in the classifications listed below shall receive the following special pensionable base pay increase:


Classification	Pensionable Increase
Crime and Intelligence Analyst	10.00%
Senior Crime and Intelligence Analyst	10.00%
Crime and Intelligence Data Administrator	3.00%

This will result in the top and bottom of the range of employees in the Crime and Intelligence Analyst and Senior Crime and Intelligence Analyst classifications represented by MEF being increased by the approximate percentages noted above. Should recruitment and retention issues continue to occur after multiple recruitments with this new pay increase, the City and the union shall meet to discuss.

This side letter agreement shall become effective on the first full pay period after this agreement has been signed by all parties below and approved by the City Council.


For Employer:
City of San Jose

For Union:
MEF



Jennifer Schembri
Director of Employee Relations
Director of Human Resources

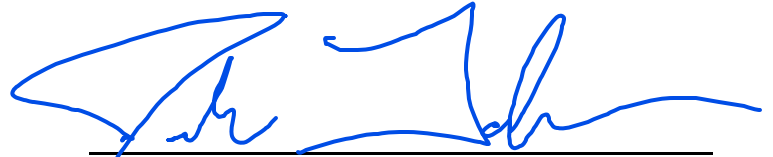
3/10/2021
Date



Steven Solorio
President, MEF

03/02/2021
Date

MEF Side Letter –Base Pay Increase (Crime and Intelligence Analyst, Senior Crime and Intelligence Analyst, &
Crime and Intelligence Data Administrator)
February 24, 2021
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John Tucker
AFSCME Local 101
Business Agent

Date

3/1/21