



SAN JOSE POLICE OFFICERS' ASSOCIATION

~~Counter-Proposal #1 March 22, 2021~~

~~Counter-Proposal #2 April 2, 2021~~

Counter Proposal #3 April 15, 2021

The Union has reviewed the City's April 15, 2021 Package Proposal B. The Union continues to believe that there are several police reform initiatives that will improve police and community outcomes that should be initiated with a sense of urgency. We support the community process that the City is engaged in to identify additional reforms, but that process should not prohibit moving forward on several items now as we await the outcome of the City process.

1. **Term.** July, 1 2021 through June 30, 2022.
2. **Wages.**
 - a. In lieu of receiving a general wage increase retroactive to January 1, 2021, a lump sum non-pensionable amount commensurate with the general wage increase percentage shall be paid to all members employed in a POA represented position covering the time period of January 1, 2021 until the Council approves the MOU in open session.
 - b. ~~5%, 4.5%~~ 4.0% general wage increase effective the first full pay period following Council approval of the MOU in open session.
 - c. July 1, 2021 ~~5% 4.5%~~ 4.25% general wage increase.
3. **Police Reform.** During the term of this Agreement, the parties agree to continue discussions on issues related to Police Reform. *Please see POA Counterproposal dated April 15, 2021.*
4. **911 Calls for Service/Modification of Bargaining Unit Work.** During the time the City is soliciting community input on Police Reform, the Union believes that work can be started on identifying certain calls for service that ~~may~~ should be responded to by non-sworn personnel. *POA ACCEPTS City Counter Proposal dated April 15, 2021*

5. **Training.** *POA ACCEPTS City Counter Proposal dated April 15, 2021*
6. **Early Warning System.** *Please see POA proposal dated April 15, 2021*
7. **Rehired Retiree Program.** The Union shares the City's interest in establishing a Rehired Retiree Program to address the Department's chronic understaffing. *POA ACCEPTS City Counter Proposal dated April 15, 2021*
8. **Skelly Hearings/Arbitration.** The Union rejects the City's proposal to move to advisory discipline arbitration. *POA HOLDS on its February 17, 2021 proposal.*
9. **Compensatory Time.** *POA HOLDS on its previous proposal.*
10. **Biometric Timeclocks.** *POA ACCEPTS City Counter Proposal dated April 15, 2021*
11. **Annual Performance Appraisals.** *POA ACCEPTS City Proposal dated March 31, 2021.*
12. **Lateral Officer Vacation Accrual Rate.** *POA ACCEPTS City Proposal dated March 31, 2021.*
13. **Unit Designation for Deputy Chief of Police.** *POA ACCEPTS City Counter Proposal dated April 15, 2021*
14. **Modification of Bargaining Unit Work.** *POA ACCEPTS City Counter Proposal dated April 15, 2021*



SAN JOSE POLICE OFFICERS' ASSOCIATION

April 15, 2021
Early Intervention Program

The City and the San Jose Police Officers' Association (POA) will complete the meet and confer process within 90 days of adoption of this agreement, to expand and improve the database that tracks officers' pursuits, uses of force, lawsuits/claims, traffic collisions, citizen complaints and action items stemming from this data. The information culled from this data will inform the creation of an improved early intervention system that identifies and compares individual officers to standards for each category within their unit specific peer group. This Early Intervention System shall not be punitive in nature, but rather shall be used as a continuous improvement instrument to identify officers in need of additional training, mentoring, and/or other assistance to reduce the categorized items to an acceptable level within their peer group.