

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

Early Intervention System

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 improve the database that tracks officer pursuits, uses of force, and complaints. 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 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.


This Agreement is considered part of the tentative agreement for a successor MOA between the parties and shall become effective only as part of the overall tentative agreement for a successor MOA, and when signed by all parties below and approved by the City Council.

FOR THE CITY:

 4/27/2021

Jennifer Schembri Date
Director of Employee Relations
Director of Human Resources

FOR THE UNION:

 4/26/21

Paul Kelly Date
President, SJPOA