SIDE LETTER AGREEMENT BETWEEN THE CITY OF SAN JOSE AND

THE SAN JOSE POLICE OFFICERS' ASSOCIATION (POA)

Police Reforms Work Plan Items and Reimagining Community Safety

The City and the San Jose Police Officers' Association (POA) are committed to continuing discussions related to items on the Police Reforms Work Plan, including the Reimagining Community Safety work plan item to identify new ways in which police officers can address social issues and reduce social conflicts that are non-criminal in nature, and identify initiatives and practices to help improve community and police relations. These items include, but are not limited to, continuing discussions on the following issues:

- **Expansion of Reserve Officer Duties**
- Use of Force Review

Chief of Police

- Less than Lethal Use of Force Options
- Body Worn Camera Footage Audits
- Recruitments and Promotions
- Investigation of Alleged Police Misconduct

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:		FOR THE UNION:	
Rchembri	12/6/2022	5	12/6/22
Jennifer Schembri	Date	Sean Pritchard	Date
Director of Employee Relations		SJPOA President	
Director of Human Resou	rces		
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Date